

University Senate Plenary

December 10, 2021



University Senate

Proposed: December 10, 2021

Adopted: December 10, 2021

PROPOSED AGENDA

University Senate

Friday, December 10, 2021 at 1:15 p.m. via Zoom

Registration required

After registering you will receive a confirmation email with meeting details.

1. Adoption of the agenda
2. Adoption of the minutes of November 19, 2021
3. President's report
4. Executive Committee Chair's report:
 - a. An update on the public health situation from Dr. Wafaa El-Sadr, University Professor
 - b. A message on public safety from the University
5. New business:
 - a. Committee reports and updates:
 - i. An update on student wellness from the Student Affairs Committee
 - ii. Annual Report of the Education Committee
 - b. Other reports and updates:
 - i. Annual Report of the Presidential Advisory Committee on Sexual Assault

MEETING OF NOVEMBER 19, 2021

Executive Committee chair Jeanine D'Armiento (Ten., VP&S) called the Senate to order at 1:15 pm on Zoom. Seventy-three of 100 senators were present during the meeting.

Minutes and agenda. The minutes of October 22 and the agenda were adopted as proposed (see [November 19 Plenary Binder, pp. 2-13](#)).

Executive Committee Chair's report. Sen. D'Armiento said President Bollinger was unfortunately absent. She offered to pass on to him any questions from senators.

Dr. Scott Hammer. Sen. D'Armiento shared the news of the unexpected death on November 17 of Dr. Scott Hammer, a graduate of Columbia College and the College of Physicians and Surgeons who became a leader in the struggle against AIDS and other retroviruses, serving as chief of Columbia's Division of Infectious Diseases for the first two decades of this century. Sen. D'Armiento praised him as a researcher, a clinician, a leader, and a colleague.

Update on the public health situation from Dr. Wafaa El-Sadr, University Professor. Dr. El-Sadr presented her report.

When she had finished, Sen. Henry Ginsberg (Ten., VP&S) commented that he had been at Madison Square Garden the week before, with some 18,000 other people. They were required to show proof of vaccination, but once inside the building only a tiny percentage of them wore masks. And this was an event where people get up and scream frequently. What would the likely reinfection rate be in a situation like this? More broadly, why do infection rates keep going up and down in a state where 30 percent of the population is still unvaccinated? Why does the virus seem to go away so fast in states where vaccination rates are much lower?

Dr. El-Sadr expressed disappointment at the lack of signage and warnings at Madison Square Garden about the need to mask up. Also troubling was the lack of a clear New York City mask mandate for crowded indoor events. Even the Centers for Disease Control (CDC) strongly recommends wearing a mask in crowded situations, whether indoors or outdoors. Her own advice was absolutely to wear a mask under such conditions.

As for Sen. Ginsberg's second question, Dr. El-Sadr said that there remain many unknowns about how Covid surges actually proceed. One is the exact impact of increased vaccination rates.

She said another unknown is the degree to which public understanding of the public health situation has increased. She suspected that there had been a considerable expansion. For example, people now seem to grasp the consequences of having overcrowded hospitals. This kind of understanding amounts to a kind of silver lining of the pandemic, leading to subtle but important changes in behavior.

Sen. Mareyba Fawad (Stu., Public Health) asked if there is a central source of reliable information that international students can use to help understand some of the complexities of the public health situation. She was thinking of students who got their vaccines abroad but now, for one reason or another, have to get them again. What should *they* do about the booster?

Dr. El-Sadr said she would start with the COVID-19 website that the Columbia team maintains. It has a lot of important information and is updated frequently, sometimes daily. The website is searchable, and also has many frequently asked questions, and a button people can use to submit their own questions. She said Columbia Health has also sent out a number of communications about various issues--scheduling boosters, planning holidays during the pandemic, etc. If this resource doesn't provide the answers people seek, there are also webinars, which have been well attended.

Sen. Akeel Bilgrami (Ten., A&S/Hum) said students have asked about Columbia classrooms without windows. He teaches about 40 students in such a classroom in the Law School. He asked if some buildings have better ventilation than others. If so, he would ask to teach in one of those in the spring semester.

Dr. El-Sadr said she could reassure Sen. Bilgrami on that score. She wasn't sure whether Facilities EVP David Greenberg was at the present meeting, but she said all classroom spaces have been evaluated by Facilities. And there have been upgrades in ventilation in classrooms, whether they have windows or not. This information was also on the COVID-19 website.

Sen. Elisa Konafagou (Ten., SEAS) thanked Dr. El-Sadr for having communicated so much information so efficiently. Her question was about the precise impact of vaccination on infection rates. Currently there weren't many clusters or outbreaks, and there didn't seem to be as much contact tracing needed this year as last year. If 100 percent vaccination is not realistic, what level is required to suppress infections sufficiently?

Dr. El-Sadr said she could say that there is no current evidence of transmission in the classroom. That's been reassuring. She said one of her slides affirmed that an unvaccinated person is six times as likely to get Covid as a vaccinated person. Another piece of good news is that even if someone does get infected, they're much less likely to get seriously ill, or to transmit the virus to others.

Sen. D'Armiento thanked Dr. El-Sadr for her presentation, and for all the other presentations she had made to the Senate and the rest of the Columbia community since the start of the pandemic in March 2020. Sen. D'Armiento recognized that mask mandates can be onerous and frustrating, but added that they are an essential way to keep everyone safe.

New business:

Resolutions:

• [Resolution](#) to Amend the University Statutes to Rename the Department of French and Romance Philology (Education Committee) (Binder, 16-18).

Sen. D'Armiento said that since the present resolution would amend the Statutes, it required a three-fifths supermajority, which was then present in the meeting.

Education Committee co-chair James Applegate (Ten., A&S/Natural Sciences) introduced Prof. Madeleine Dobie, chair of the department, to explain the name change.

Prof. Dobie thanked the Senate for inviting her. She said the department's executive committee had voted unanimously in the fall of 2019 to change the name of the department, and of its graduate program. To some extent, this change would simply formalize current practice, since most of her colleagues already referred to their academic home as the Department of French. New York State had already approved the name change for the department's graduate program.

Prof. Dobie said the phrase "Romance Philology" is a vestige of the department's history. Until 1959, the department included courses in Italian, Spanish, and Portuguese, each of which eventually spun off into separate departments. So it was now unnecessary and even confusing to keep saying "Romance." It was also misleading because a number of departmental colleagues work not on relations among romance languages but on, for example, Francophone Africa, on relationships between French and Wolof or French and Arabic. In addition, the word "Philology" has lost its resonance over the years. People no longer used the term or really knew what it means. Prof. Dobie said a number of her colleagues are scholars not of literature by training, but of history, sociology, or philosophy. The term "Philology" doesn't capture the interdisciplinarity of the department's course offerings today. Finally, like a lot of other Columbia programs, the department was now rethinking its admissions and recruitment procedures in an effort to diversify its student body and its faculty. With that goal in mind, Prof. Dobie said it was particularly important to have a department name that is transparent. All of this, she said, was why the department wanted to abandon its historical name in favor of something much more obvious—the Department of French.

Sen. Brendan O'Flaherty (Ten., A&S/SS) offered what he expected to be a friendly amendment,

adding one more chapter of the University Statutes that the proposed name change would amend (chapter 2), along with the two chapters identified in the version of the resolution already before the Senate (chapters 4 and 15).

Sen. Applegate, speaking on behalf of the Education Committee, accepted the amendment as friendly.

Sen. D'Armiento invited further discussion.

Sarah Cole, Dean of Humanities in the Arts and Sciences, and Parr Professor of English and Comparative Literature, said she warmly supported the department's proposal. She said changes like this are sometimes a long time coming. The archaism of the current name was generally evident, and it would be a clear improvement to have a name that everyone was using anyway.

Sen. D'Armiento said the text of Sen. O'Flaherty's friendly amendment was available in the chat. She explained that she wanted senators casting votes to have their Zoom cameras on.

The Senate then approved the name change by a vote of 67-0, without abstentions.

b. *Committee reports and updates:*

Important changes to funding agency disclosure requirements: An update from Naomi Schrag, Vice President for Research Compliance, Training and Policy, and member of the Senate External Relations and Research Policy Committee.

VP Schrag presented her [report](#) (Binder, 19-35). At the end, she invited questions.

Sen. Benjamin Orlove (Ten., SIPA) asked whether the new guidelines would require him now to disclose a weekend spent with colleagues at an institute in another country, if the meeting included a discussion of possible joint research and papers.

VP Schrag said she thought Sen. Orlove might have to disclose such a meeting. The position of the National Institutes of Health (NIH) is that if a collaboration could result in co-authored papers, it should be disclosed as a kind of an in-kind contribution to one's research. She recognized that such an interpretation might not feel intuitive. But in the current climate, she recommended erring on the side of including such collaborations.

Sen. Orlove said it did not feel intuitive, and did feel intrusive and disruptive. He stressed that he meant no reproach to VP Schrag.

VP Schrag agreed that such monitoring seemed incompatible with Columbia's research mission statement. She said she did not want the new requirements to have a chilling effect on research.

Sen. Henning Schulzrinne (Ten., SEAS) said his lab sometimes hosts students from two German universities. Does he have to report on each student who shows up, or can he say simply that two German universities regularly send their students to his lab.

VP Schrag said that if there is an agreement already in place between Columbia and the other university for visiting students, that arrangement may not trigger the same kinds of disclosure obligations. But if students are coming to Sen. Schulzrinne's lab, and they are funded and supported by their home institution, they're contributing to Sen. Schulzrinne's research, and he should be disclosing them as an in-kind contribution from that other university.

Sen. Schulzrinne said the arrangement with the students is carried out under the auspices of the School of Engineering and Applied Science and its relationship with the German universities. Does he also have an individual obligation to report under these conditions? VP Schrag said she thought he did still have such a responsibility.

Sen. Henry Ginsberg asked whether he had to report collaborations before the end of each year of a multiyear grant, or whether he could wait until the start of the next multiyear grant.

VP Schrag said such collaborations must be reported during the year in which they take place. She thanked Sen. Ginsberg for raising this issue.

Sen. D'Armiento thanked VP Schrag for her presentation. She noted that if she or her colleagues wanted to choose a tedious chore to neglect in managing their grants this year, this should not be the one.

Other business

Fact sheet on labor negotiations between Columbia and the Student Workers of Columbia--UAW. Sen. D'Armiento said she had been getting questions about the issues at stake in the graduate student workers' strike. She said the Senate staff had prepared [a table](#) showing the current bargaining positions of the two sides on the key issues (Binder, 14-15).

Adjourn. Sen. D'Armiento wished senators a happy Thanksgiving, and adjourned the meeting at about 2:15 pm.

Respectfully submitted,

Tom Mathewson, Senate staff

Student Affairs Committee

Student Wellness: Mental Health Needs and Services

Valeria Contreras, graduate co-chair

Tina R. Lee, vice-chair

12/10/21

Living in a COVID Era

- Steep rise in mental health concerns.
- In 2020, one in four individuals aged 18-24 contemplated suicide.
 - Communities of color
 - Low-income communities
 - Essential workers
- 25% reported increase of substance use.
- 75% reported facing at least one adverse mental health symptom.
 - Lasting effects of trauma

(Centers for Disease Control and Prevention, 2020)

Emergency Care

- Counseling & Psychological Services (CPS)
 - Emergency walk-ins for high levels of distress
 - Mondays-Thursdays from 6-9 PM
 - CPS office on the 5th floor of Lerner Hall.

Please note that that these hours are a supplementary support and are not intended to substitute for traditional counseling or other appropriate treatment options. If you are seeking ongoing counseling or psychiatric care, please call 212-854-2878 during regular business hours to arrange treatment planning session that will help guide you to the resource that is right for you.

<https://health.columbia.edu/content/same-day-service>

Barriers to Basic Services

- Counseling & Psychological Services (CPS)
 - Short-term counseling
 - External referrals
 - Student-life support groups
 - Medication consultation
 - Emergency consultation
- Triage process
 - Columbia health insurance
 - CPS long waitlist can be up to 2 weeks
 - Delays in receiving care

Increasing Mental Health Providers

- 32 psychologists, 4 social workers, 8 psychiatrists, 5 postdoctoral fellows serve the Columbia community. A need for...
 - Culturally competent therapists
 - Trauma specialists (esp. racial trauma)
 - Short-term, evidenced-based treatments
- Free psychoeducational seminars
- 14 support groups
 - Create more visibility and greater accessibility
 - Expand types of services to meet needs of diverse student body

Navigating Accommodations

- Clear and accessible information on accommodations website
- Free info sessions
 - *How to advocate for your mental health needs*
 - *Mental health and academic performance*
 - *Minimizing stigma and myths*
 - *Prioritizing your wellness*
 - *Protections under accommodations*
- Semester survey on student experiences at CPS and well-being, particularly for diverse student groups.

Questions?

COMMITTEE ON EDUCATION:**ANNUAL REPORT 2020-21**

The committee met eleven times over the 2020-21 academic year, including joint meetings with the IT and Faculty Affairs committees. All meetings took place via Zoom.

New programs

Much of the work of the committee involves reviews of new program proposals. Once a proposal has passed its reviews by the Office of the Vice Provost for Academic Programs and by the Council of Deans, it comes to the Education Committee, where it is assigned to a subcommittee. In the absence of unanswered questions or controversial issues, subcommittees often complete their work before the next monthly committee meeting. There, they present the proposal, along with their recommendation on it. If approved, the proposal goes to the Senate Executive Committee and the Senate plenary for final approval. If a subcommittee needs more time, it contacts the program designers to address any remaining issues. In such instances a review may take two or more months. An example of a program that underwent prolonged review was the Master of Public Administration in Economic Policy Management, which encountered unexpected objections at the final plenary of the 2019-20 Senate session, went back to the Education Committee for further review, and secured Senate approval on October 23, 2020. Here are the programs we addressed in 2020-21, with the membership of the subcommittees that reviewed them:

New masters programs (with their plenary approval dates):

- *Master of Public Administration (MPA) in Economic Policy Management* (SIPA), October 23, 2020 (Jim Applegate, Steven Corsello, Aaron Pallas, Tao Tan).
- *Executive Master of Science (MS) in Engineering and Applied Science* (SEAS), April 9, 2021 (Matthew Hart, Tao Tan, Catherine Ross).
- *Dual Master of Business Administration (MBA) and Executive MS in Engineering and Applied Science* (Business, SEAS), April 9, 2021 (Joseph Ulichny, Zhezhen Jin, Anne van Vlimmeren).
- *Master of Public Administration (MPA) in Global Leadership* (SIPA), April 9, 2021 (Irving Herman, Hope Leichter, Aaron Pallas, Arooba Kazmi).

New certificate programs (with their plenary approval dates):

- *Advanced Certificate in Food Systems and Public Health* (Mailman School of Public Health), October 23, 2020 (Shelley Saltzman, Hope Leichter, David Zhang).

New programs requiring only Education Committee approval and a report to the Senate
(with date of committee approval):

- *Certification of Professional Achievement (CPA) in Food Systems and Public Health* (Mailman School of Public Health), October 9, 2020 (Shelley Saltzman, Hope Leichter, David Zhang).
- Three CPAs in Chemical Engineering (Chemical Engineering; Chemical Engineering – Biotechnology and Pharmaceuticals; and Chemical Engineering – Electrochemical Energy), October 9, 2020 (Irving Herman, Ivana Nicolich-Hughes, Joseph Ulichny).
- *Certification of Professional Achievement (CPA) in Transgender/Gender Non-Binary (Trans GNB) Health Care for Nurse Practitioners* (Nursing), January 15, 2021 (Matthew Hart, Ramsay Eyre, Joseph Ulichny)

Reports.

Best Practices in Using Student Ratings in Evaluation of Teaching was the work of a subcommittee led by Catherine Ross, Executive Director of the Center for Teaching and Learning and the report's primary author. The subcommittee went to work in the fall of 2019, then had to suspend operations in March 2020, with the arrival of the pandemic. It resumed in the fall of 2020, and finished its report in January 2021. It then circulated the report among faculty groups around the University for further comment, and presented it to the Senate on September 24, 2021. The report offered guidance for three sets of users of teaching evaluations: students, instructors, and review committees responsible for reappointment and promotion of the instructors. The common theme in these short statements was the importance of making constructive use of evaluations, helping teachers to improve, and not treating them as exams teachers could flunk. Subcommittee membership: James Applegate (co-chair), Ivana Nikolic-Hughes, Aaron Pallas, Candice Kail, Joseph Ulichny, Maria Luisa Gozzi.

Guidelines for Online Programs is an update of a set of guidelines that the Education Committee first presented to the Senate in 2006, in the early days of online programs. The new version was produced by a subcommittee under the leadership of Shelley Saltzman, Senior Lecturer in the American Language Program in the School of Professional Studies. The Center for Teaching and Learning has also done a lot of thinking on this subject; this year the two groups will work together on a joint statement of guidelines. Subcommittee members: Ramsay Eyre, Joseph Ulichny, Letty Moss-Salentijn.

Other significant deliberations.

The Climate School. On February 26 and May 21, the full committee met with Prof. Alex Halliday and other founders of the Climate School, pressing them to present their grand vision in more concrete terms, accounting for the key components of a Columbia School--the faculty, the student body, the curriculum, the administrative infrastructure, the fiscal plan. These discussions continued in smaller groups including a few members of the Faculty Affairs Committee, the Education co-

chairs and longtime alumni member Tao Tan, whose detailed set of written questions for the founding deans at a key stage late in the summer--along with their detailed answers--made a vital contribution to the success of the deliberations. The Senate unanimously approved the establishment of a new Faculty of Climate on October 22, 2021.

Online instruction during a pandemic. The committee returned to this topic in one way or another at every meeting, and addressed it more formally in the annual joint meeting with the IT Committee on March 26, where Catherine Ross and her senior CTL deputy Amanda Irvin gave a forward-looking, mostly upbeat presentation on the learnings of the last year of (mostly) online instruction. Student senators Oren Ross (TC) and Vivian Todd (Barnard) offered a much more mixed assessment of their experience with Zoom instruction.

Proctorio. At the December meeting CUIT AVP Maneesha Aggarwal and Assistant Provost Sandesh Tuladhar discussed the University's experiment--partly in response to the pandemic--to use the online security program software Proctorio to deter cheating in exams administered remotely. Opinions about the program were mixed, but some members objected strongly to a program they considered intrusive and demoralizing to students and an embodiment of a surveillance mentality they considered ineffective, even counterproductive, in reducing cheating.

Academic calendar. The committee no longer formally approves the University's academic calendar as it did some decades ago, but makes its views known in meetings with University administrators. Because of extraordinary circumstances brought about by Covid and other stresses of the past two academic years, the administration has had to make some abrupt decisions setting aside long-established procedures of consultation. In May 2021 the administration announced a plan to move the first day of fall semester classes two days later. The committee expressed frank reservations about the disruptive impacts of such a late change, particularly on class sessions, but acquiesced in the arrangement. Committee members also chafed at an ad hoc decision-making process used to declare Juneteenth a University holiday in both 2020 and 2021 that did not include the committee. We look forward to a restoration of regular consultative procedures in 2021-22.

For the committee:

Letty Moss-Salentijn and James Applegate, co-chairs

Education Committee				
Ten.	James Applegate	Co-Chair	A&S/NS	Sen.
Ten.	Irving Herman		SEAS	Sen.
Ten.	Zhezhen Jin		SPH	Sen.
Ten.	Letty Moss-Salentijn	Co-Chair	CDM	Sen.
Ten.	Kimberly Noble		TC	Sen.
Ten.	Aaron Pallas		TC	Sen.
Ten.	Matthew Hart		A&S/HUM	Sen.
Nonten.	Shelley Saltzman		SPS	Sen.
Nonten.	Maria Luisa Gozzi		A&S/HUM	Sen.
Stu.	Ramsay Eyre		CC	Sen.
Stu.	Arooba Kazmi		JOURN	Sen.
Stu.	Austin Talis		CDM	Sen.
Stu.	Anne van Vlimmeren		GSAS/Natural Sciences	Sen.
Libraries	Candice Kail		Libraries	Nonsen.
Admin.	Julie Kornfeld		Adm.	Nonsen.
Admin.	Catherine E. Ross		Adm.	Nonsen.
Alum.	Tao Tan		Alum.	Nonsen.
Admin. Staff	Barry Kane		Admin. Staff	Observer
Ten.	Hope Leichter		TC	Observer
Admin. Staff	Emily Luongo		Admin. Staff	Observer
Nonten.	Joseph Ulichny		A&S/NS	Observer

Presidential Advisory Committee on Sexual Assault Annual Report (2019-2020 and 2020-2021)

The Presidential Advisory Committee on Sexual Assault (PACSA) is one of several Columbia University initiatives to address gender-based misconduct and is charged with advising the president on issues related to the prevention of and response to gender-based misconduct, including sexual assault. The Committee continually works with partners and experts across the University to evaluate policies and procedures and solicit feedback from the Columbia community with the goal of eliminating sexual assault and other forms of gender-based misconduct from our community.

Membership

The Committee comprises faculty, staff, and students from the Morningside and CUIMC campuses. President Bollinger appointed five new members to the Committee for the 2019-2020 academic year for a two-year term concluding in Spring 2021, and five new members in the 2020-2021 academic year for a one-year term concluding in Spring 2021. A full membership roster is attached.

2019-2020 and 2020-2021 Discussions

During the 2019-2020 and 2020-21 academic years, partners across the University briefed the Committee on updates to the Title IX Regulations, services and programs that support gender-based misconduct prevention, and the University's process for addressing incidents of gender-based misconduct.

Specifically, the Committee discussed the following topics in the **2019-2020 academic year**:

- **Title IX Regulations changes and implementation timeline:** reviewed proposed changes to the Title IX Regulations, which were posted for public comment in December 2018. Originally scheduled to be released in January 2019, its release was delayed until after this Committee's meeting, with an implementation requirement of August 14, 2020. Once the revised regulations are released, the University will review and update its policy to meet requirements, in addition to providing training to students.
- **Gender-Based Misconduct Office's services:** updates from the Gender-Based Misconduct Office within Student Conduct and Community Standards, including potential impact of anticipated changes to the Title IX Regulations and ongoing engagement with students around the office's services and processes.
- **Sexual Violence Response programs, services and metrics:** transition to remote environment did not impact students' use of services. Spring programming participation rates are traditionally higher than in the Fall; participation rates in Spring 2020 were higher than prior year's, most likely due to the increased convenience of accessing virtual programming.

In the **2020-2021 academic year**, the Committee reviewed and discussed:

- Current **Title IX Regulations**, including the University's response to the new regulations that were implemented in mid-August 2020, ongoing engagement with students and student groups around the current University policies; and possible future changes to the Title IX Regulations by the USDOE.
- Updates from **Sexual Violence Response** with regards to education and prevention programs, in addition to increased attention by SVR supports for online harassment and stalking. Participation in SVR programs continue to increase, possibly due to increased flexibility and accessibility with programs being held online.
- Data from the **2020 Columbia Student Well-Being Survey**, specifically related to students' experiences with sexual respect and gender-based misconduct at Columbia.

Recommendations

The Committee recommends that offices across the University continue to work to **increase student engagement and participation** in ongoing education and prevention efforts and **awareness and use** of available resources. This is especially important given the impact of the COVID-19 pandemic and when students start transitioning back to campus. Workshop and training feedback forms, along with University-wide surveys such as the Columbia Student Well-Being Survey, the ACHA-NCHA Survey, and others can guide offices to better ascertain the impact of and refine various programming and services.

The Committee also recommends that it **revisit this committee's goals**, along with an outline of the **committee's plans** for the new academic year. Additionally, future meetings that include updates to the Committee will have key partners from across the University, including students, staff, and faculty.

Co-chairs

Dennis A. Mitchell, Executive Vice President for University Life; Senior Vice Provost for Faculty Advancement; Professor of Dental Medicine at Columbia University Irving Medical Center

Claude Ann Mellins, Professor of Medical Psychology, Departments of Psychiatry and Sociomedical Sciences, Columbia University Irving Medical Center and NYS Psychiatric Institute

Committee Members

Alden Bush, Student, School of Nursing

Jeanine D'Armiento, Professor of Medicine (in Anesthesiology and Physiology and Cellular Biophysics)

Richard J. Eichler, Executive Director, Counseling and Psychological Services, Columbia Health

Marcy Ferdtschneider, Executive Director, Student Health on Haven, Columbia University Irving Medical Center; Associate Clinical Professor of Medicine (in the Center for Family and Community Medicine)

Marjory D. Fisher, Associate Vice President & Title IX Coordinator

Elizabeth Gillette, Student, School of Social Work

Elliot Hueske, Student, Columbia College

Ian Rottenberg, Dean of Religious Life; Director, The Earl Hall Center; and Associate Chaplain

Yasmin Safdié, Senior Lecturer, School of Social Work

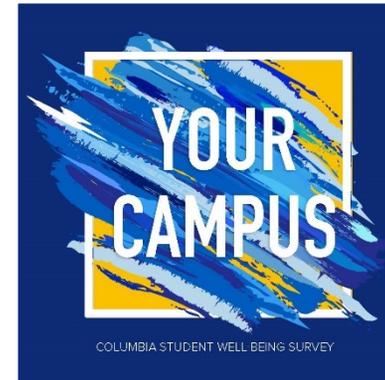
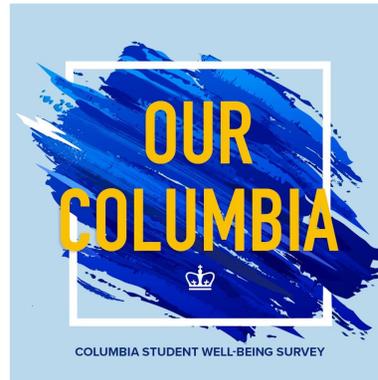
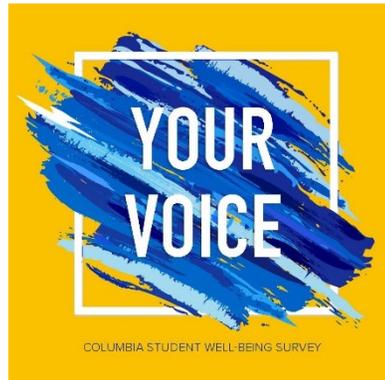
Ex-Officio

Donna Fenn, Associate General Counsel

Joseph Greenwell, Vice President for Student Affairs, University Life

La'Shawn Rivera, Executive Director, Sexual Violence Response and Rape Crisis/Anti-Violence Support Center

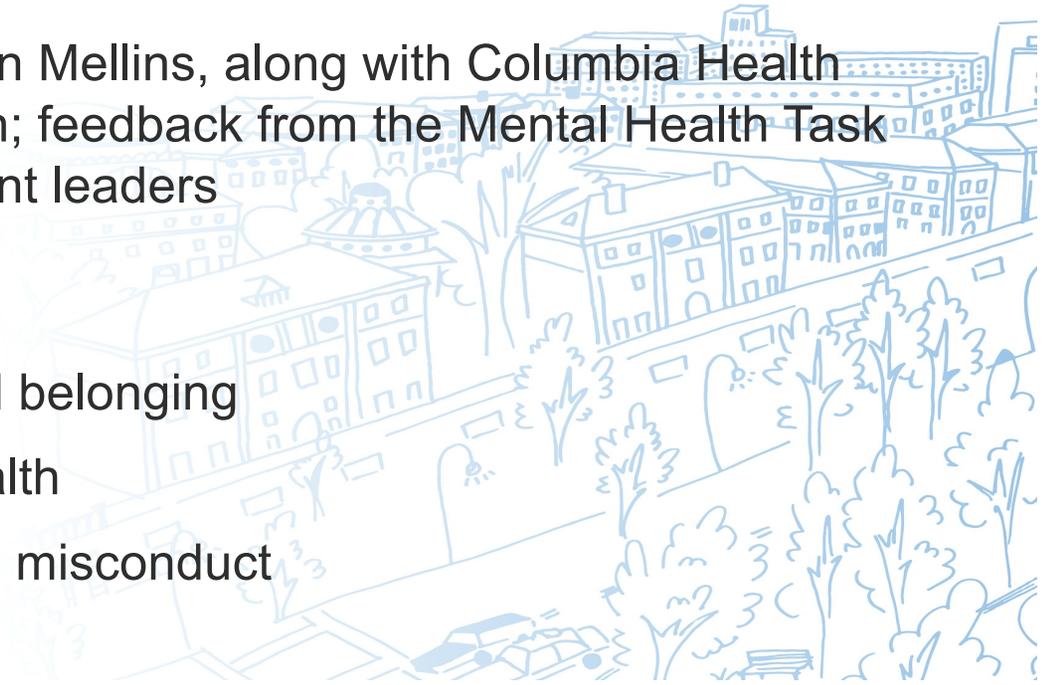
Columbia Student Well-Being Survey (2020)



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Overview

- Goal for survey: enhance student life and the experience of every Columbia student by informing programming and resource allocation decisions
- Led by University Life and Claude Ann Mellins, along with Columbia Health and CUIMC Student Health on Haven; feedback from the Mental Health Task Force, University partners, and student leaders
- 3 topics
 - Campus climate – connection and belonging
 - Overall well-being and mental health
 - Sexual respect and gender-based misconduct



Overview



Administered every other year in partnership with Columbia Health and CUIMC Student Health on Haven, with essential support from student ambassadors, Columbia schools, and central units



5-week survey period in Spring 2020: February 10 – March 15



31% (9K+) participated among all enrolled Columbia degree-seeking students

Significant range by school

Top 3 : Public Health (52%), Social Work (45%), and Law (42%)

Lowest 3: Arts and Sciences (26%), Columbia College (27%), and General Studies (27%)

Key Take Away Messages

Our students are thriving. A majority report psychological well-being/flourishing scale.

A majority feel they belong, are connected to others, feel valued, have the resources to be successful at Columbia.

Friends, family, academic classes and projects, and professors are all key sources of connection and support.

Health, substance use, mental health challenges, and gender-based misconduct are not problems for majority.

However, stress exists, particularly related to job opportunities, finances, mental health, and national and world events, including climate change.

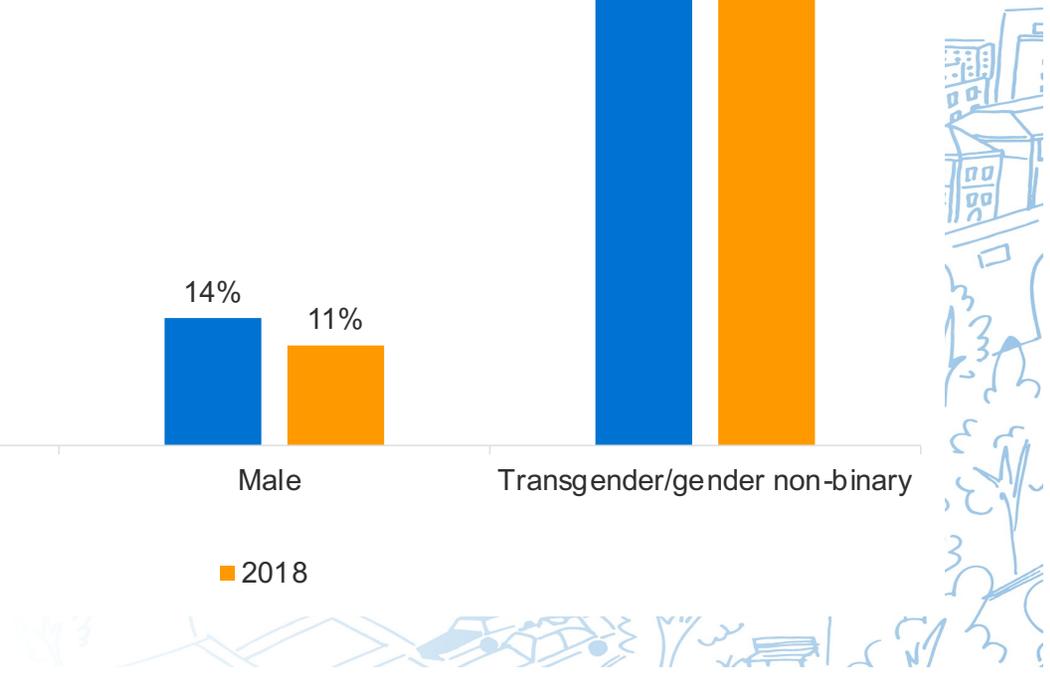
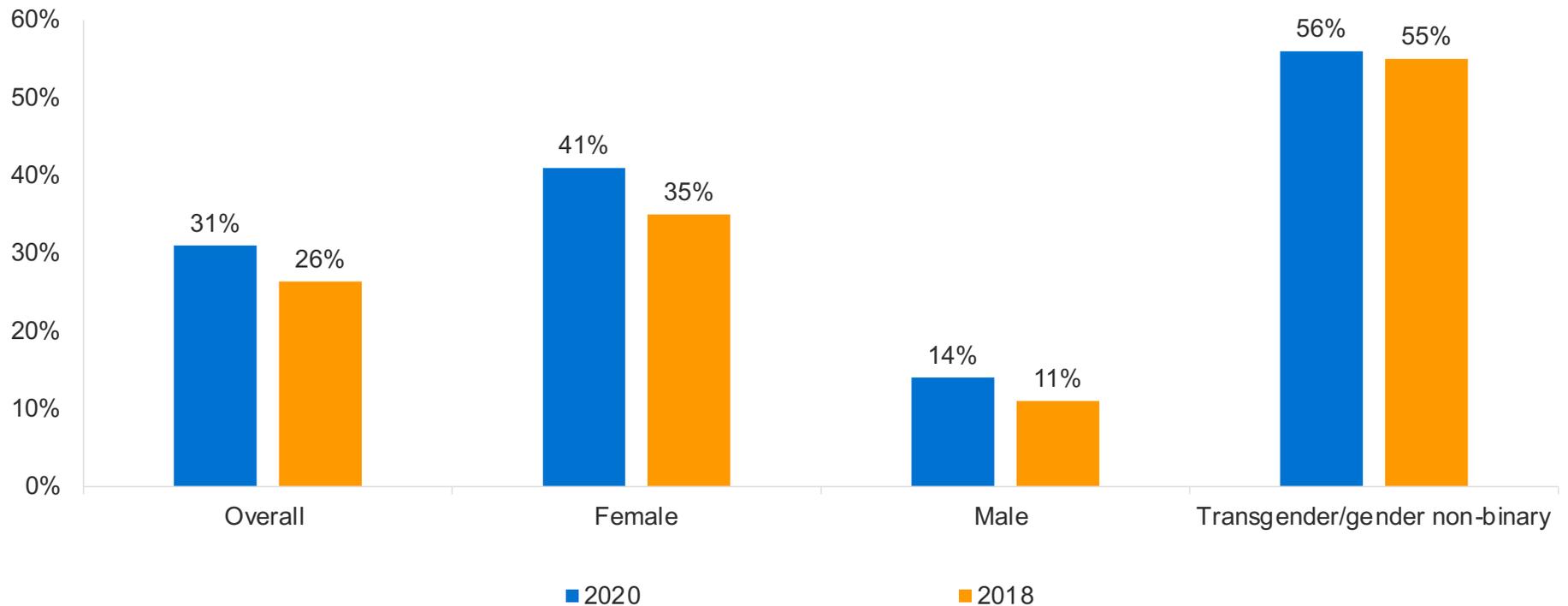
Over ¼ report mental health challenges, particularly depression and anxiety symptoms.

Disparities exist in well-being with some at greater risk, particularly transgender/gender non-binary students.

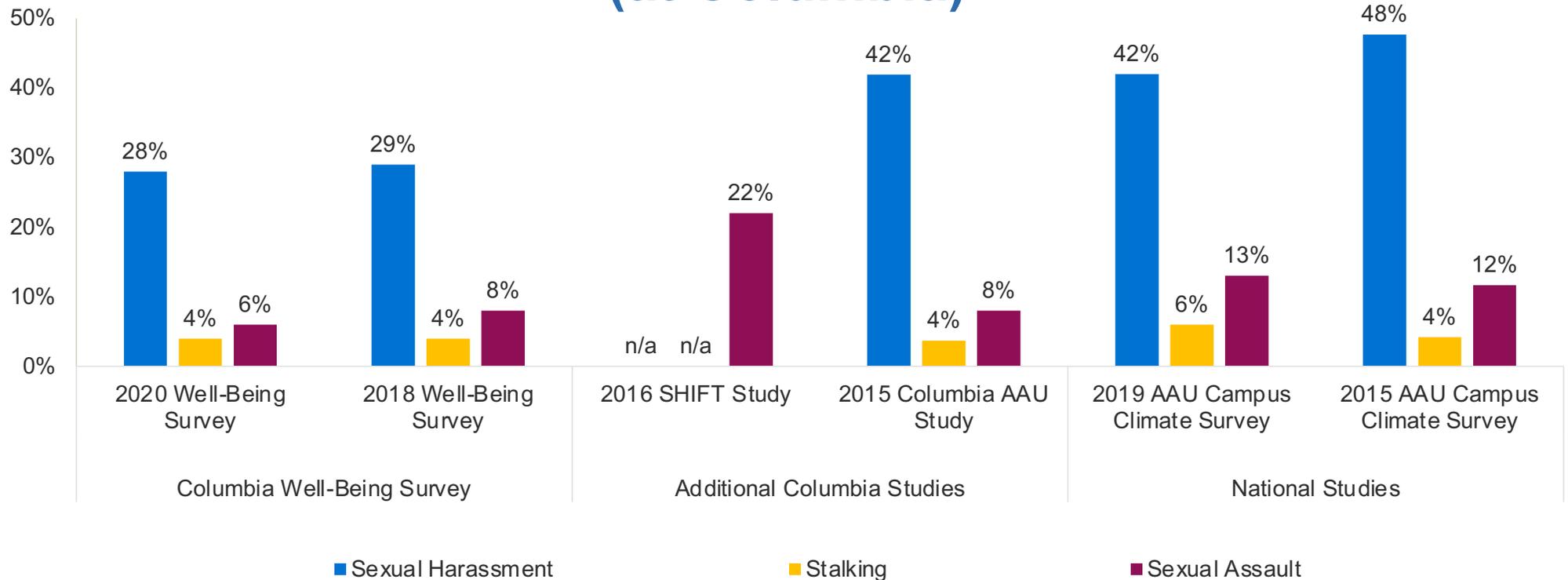
The University has implemented programming over the past few years in response to 2018 and 2020 surveys, to be discussed.

SEXUAL RESPECT & GENDER-BASED MISCONDUCT

Experiences with Gender-Based Misconduct (Prior to Columbia)



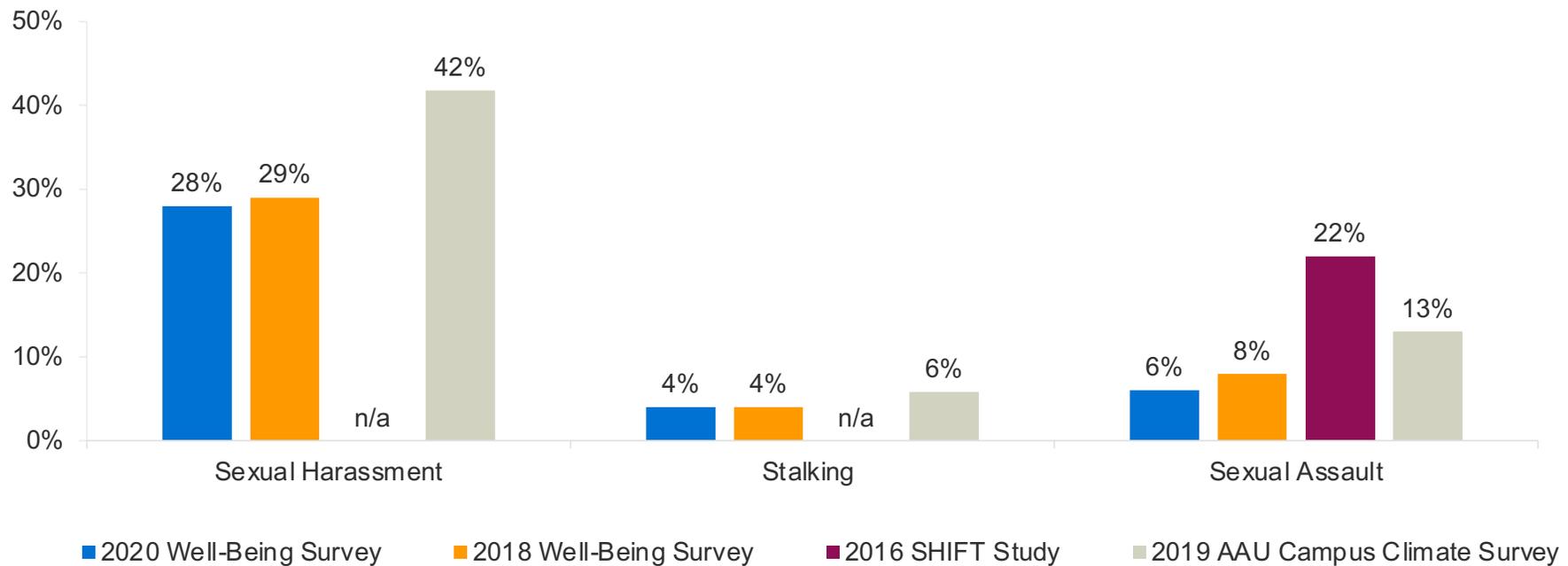
Experiences with Gender-Based Misconduct (at Columbia)



*The 2016 SHIFT Study did not study sexual harassment and stalking.

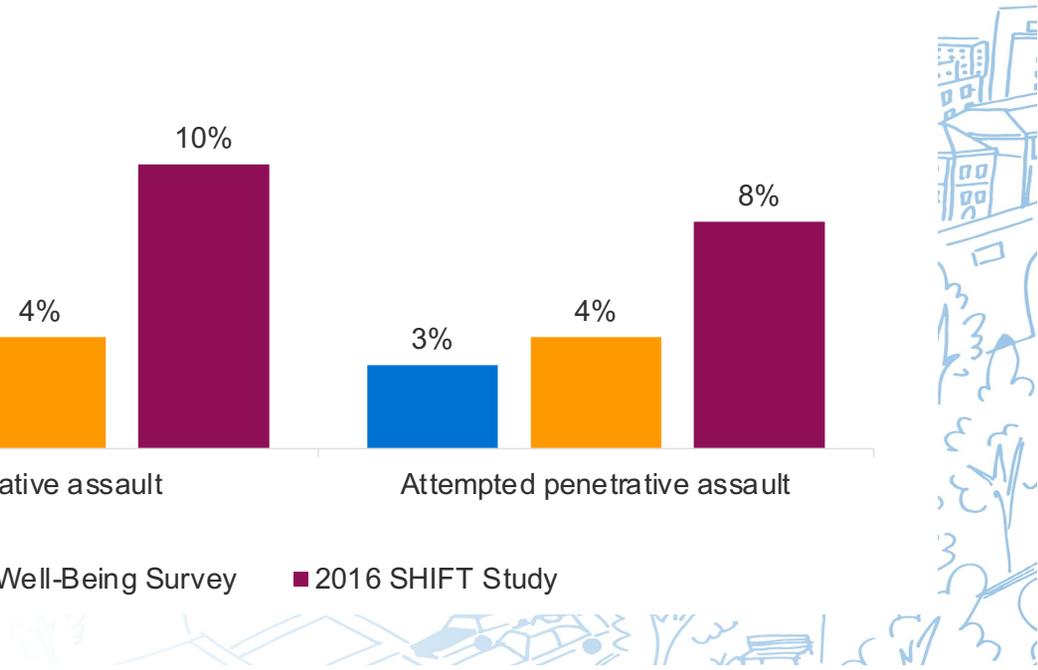
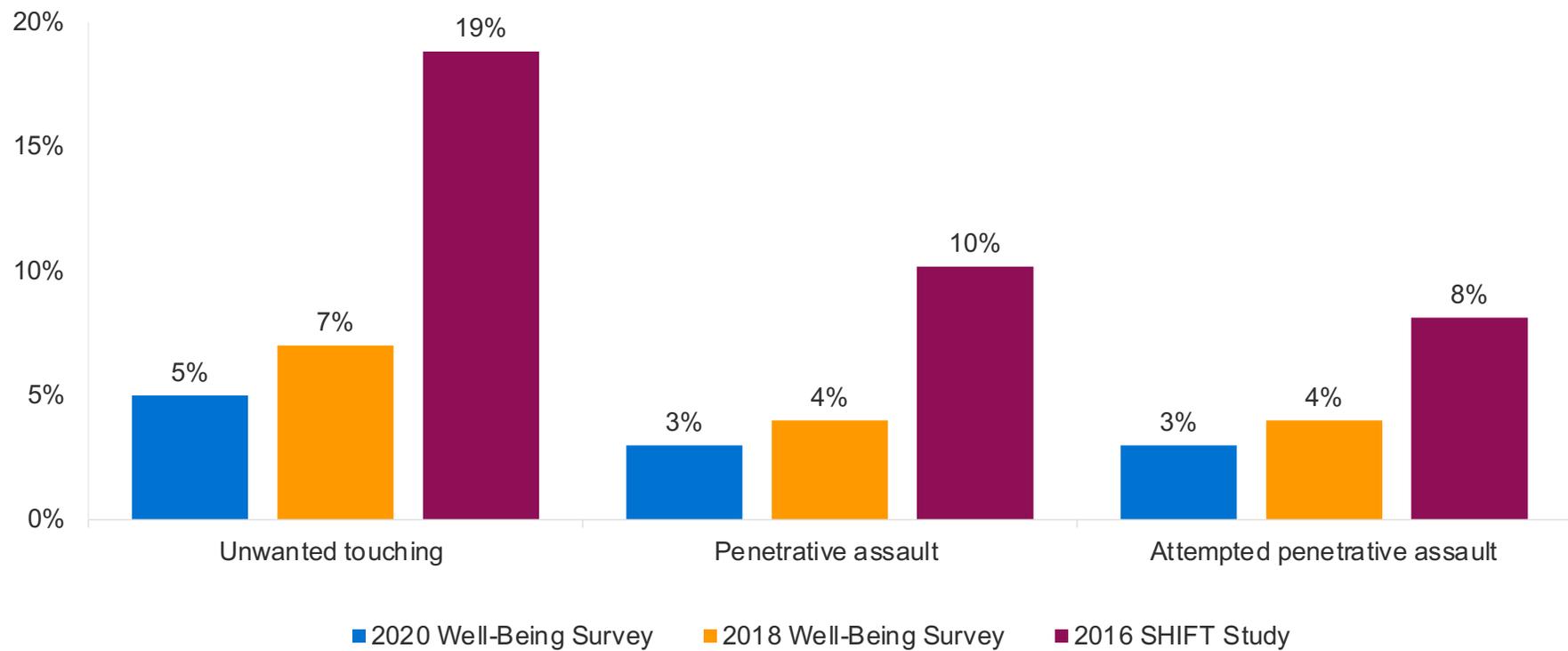


Experiences with Gender-Based Misconduct (at Columbia)



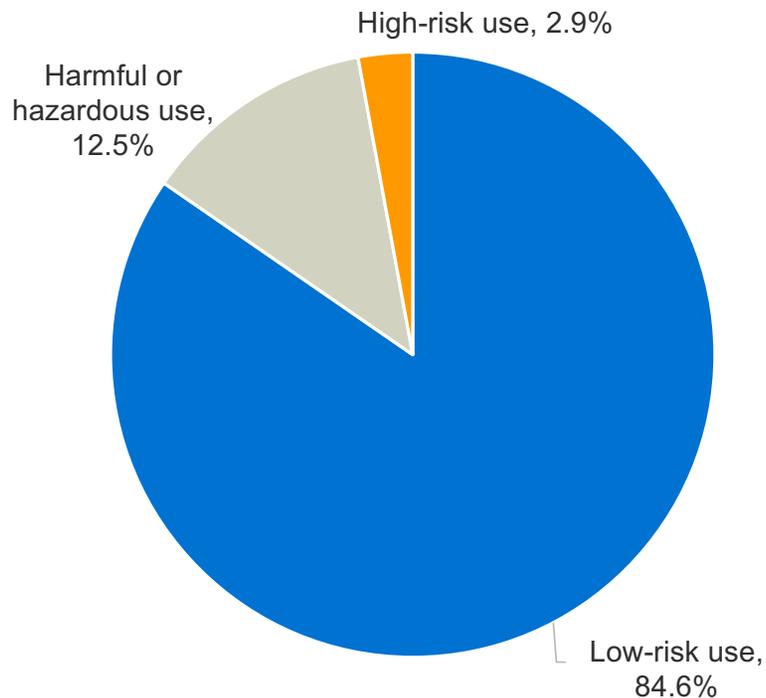
*The 2016 SHIFT Study did not study sexual harassment and stalking.

Experiences with Sexual Assault (at Columbia)



Substance Use

Alcohol Use

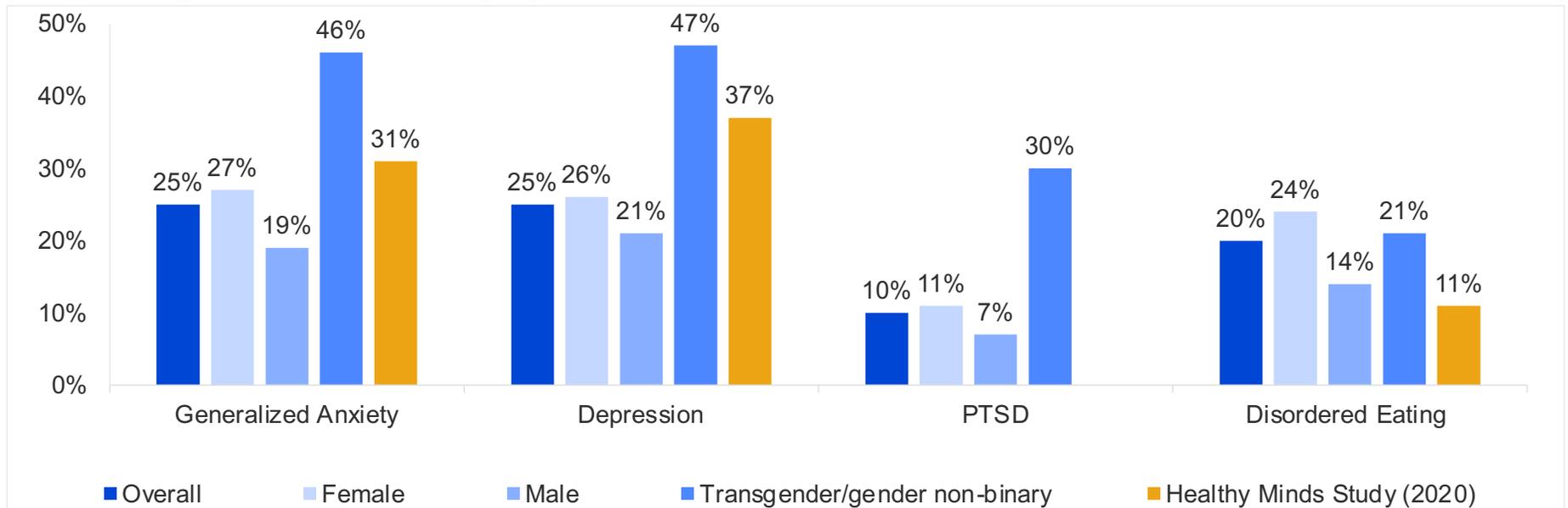


Other Substance Use

- Marijuana/Cannabis (30% ever; 16% past 30 days)
- All other substances considerably lower with < 4% use in past 30 days for any drug

Mental Health

- 26% of students report having at least one professionally diagnosed mental health condition
 - (70% of these students are currently in treatment)
- Screening tools for current symptoms:



Supporting the Student Community

- Sexual Assault Prevention tutorial for all new students
- Community Citizenship Initiative / Sexual Respect Initiative that supports all new students in understanding the values of sexual respect and inclusion and belonging at Columbia
- Sexual Respect website that centralizes resources and University policies
- Workshops provided by Sexual Violence Response & Title IX Coordinator
- Opportunities to become a University Life Ambassador or volunteer with SVR as a Peer Advocate or Peer Educator



Overview of Current Positions: Columbia University and Student Workers of Columbia - UAW

Darker shading: Updated Dec. 9, 2021
Lighter shading: Updated Dec. 7, 2021

Component	Columbia University				Notes	Sources
	PhD Student 12-month appointment	PhD Student 9-month appointment	Master's Student & Undergraduate Student on Appointment	Casual/ Hourly for instructional or research work		
Compensation (minimum AY2021-22) & Annual Increase	\$43,621 & 3% annual increases (ongoing phase-in of higher percentage increases in MSPH); Note: \$42,766 & 3% annual increases when not on appointment.	\$32,716 & 3% annual increases (ongoing phase-in of higher percentage increases in SSW); Note: \$32,074 & 3% annual increases when not on appointment	5% minimum increase & 3% annual increases	\$20 (January 2022), increasing to \$21 AY2022-23 and \$22 AY2024-25	Minimums applicable to all SPH (12-month) & SSW (9-month) programs no later than AY2022-23	https://unionization.provost.columbia.edu https://www.studentworkersofcolumbia.com/bargaining-framework - Bargaining and mediation sessions
Summer stipend	n/a	\$5,000 in summer 2022, increasing \$250 each year	n/a	n/a		https://unionization.provost.columbia.edu/news/november-1-2021 https://www.studentworkersofcolumbia.com/bargaining-framework
Health Benefits	Student Health Insurance Plan Premiums for themselves and eligible dependents covered by the University. Student Health Insurance Plan includes certain covered preventive dental services. Beginning next year, the University will cover 75% of the premium for PhD students on appointment and their eligible dependents who enroll in the Emblem Preferred Dental Plan. Vision Plans available at student's own cost.	Student Health Insurance Plan Premiums for themselves and eligible dependents covered by the University. Student Health Insurance Plan includes certain covered preventive dental services. Beginning next year, the University will cover 75% of the premium for PhD students on appointment and their eligible dependents who enroll in the Emblem Preferred Dental Plan. Vision Plans available at student's own cost.	Students enroll at their own cost.	Students enroll at their own cost.	The University provides health insurance to PhD students and their dependents as part of their support package offered at time of admission. The University has proposed support funds available to all student employees and their dependents for reimbursement of out-of-pocket medical, dental and vision expenses.	https://unionization.provost.columbia.edu/content/health-and-dental-benefits https://www.studentworkersofcolumbia.com/bargaining-framework Bargaining and mediation sessions
Support Fund for Medical, Dental, Vision Expenses (for reimbursement of out-of-pocket expenses)	Student Employee Support Fund: \$300,000 for 2021-22, increasing \$25,000 each year to reach \$400,000 in 2025-26. Available to all student employees. Dependent Support Fund: \$100,000 for 2021-22, increasing \$25,000 each year to reach \$200,000 in 2025-26. Available to all covered dependents.					https://unionization.provost.columbia.edu/news/november-1-2021 https://www.studentworkersofcolumbia.com/bargaining-framework Bargaining sessions
Child Care annual subsidy	\$4,500 per year per child under age of six not yet in kindergarten in 2021-22, increasing to \$5,000 in 2022-23	\$4,500 per year per child under age of six not yet in kindergarten in 2021-22, increasing to \$5,000 in 2022-23	n/a	n/a	PhD Students are provided a 12-week paid Parental Accommodation	https://unionization.provost.columbia.edu/#/cu_accordion_item-1028 https://www.studentworkersofcolumbia.com/bargaining-framework Bargaining and mediation sessions
Non-Discrimination & Harassment	Significant changes to EOAA policies and procedures that would strengthen the handling of discrimination and harassment grievances, including the opportunity to appeal an EOAA determination to a trained and independent outside decision-maker. An option for mediation if the Union is dissatisfied with the final determination by the independent outside decision-maker. An option to pursue a claim of discrimination or harassment to arbitration, after exhausting the EOAA process other than appeal, on the grounds of 1) bias or conflict of interest on the part of the investigator involved in the determination of the claim or 2) material new evidence not reasonably available at the time of the determination of the claim; 3) where a substantive procedural error impacted the outcome of the claim, or 4) in matters where allegations were substantiated, whether the proposed changes to working conditions are insufficiently protective or unnecessarily disruptive, or 5) there were relevant, disputed issues or questions concerning interpretation of University policy that impacted the outcome. Inclusion of the range of supportive accommodations and interim measures available during the EOAA process in the agreement with the Union. Commitment to meet with the Union to discuss the effectiveness of the EOAA processes and the changes within 12 months of ratification.					https://unionization.provost.columbia.edu/#/cu_accordion_item-1028 https://www.studentworkersofcolumbia.com/bargaining-framework Bargaining and mediation sessions
Change in Academic Advisor	Up to one semester's funding in situations where a change of advisors is determined to be necessary for students who believe that their relationship with their academic advisor is unhealthy, or characterized by discrimination, harassment, other inappropriate behavior, or behavior that violates University policy, to support the student in identifying a new advisor. A Transition Coordinator appointed by the Provost will work with a School-based Coordinator appointed by the relevant Dean to make the determination, keeping the student's educational aims and needs foremost at all times.	Up to one semester's funding in situations where a change of advisors is determined to be necessary for students who believe that their relationship with their academic advisor is unhealthy, or characterized by discrimination, harassment, other inappropriate behavior, or behavior that violates University policy, to support the student in identifying a new advisor. A Transition Coordinator appointed by the Provost will work with a School-based Coordinator appointed by the relevant Dean to make the determination, keeping the student's educational aims and needs foremost at all times.	n/a	n/a		https://unionization.provost.columbia.edu/news/november-10-2021 https://www.studentworkersofcolumbia.com/bargaining-framework Bargaining sessions

Overview of Current Positions: Columbia University and Student Workers of Columbia - UAW

Darker shading: Updated Dec. 9, 2021
Lighter shading: Updated Dec. 7, 2021

Component	Student Workers of Columbia - UAW				Notes	Sources
	PhD Student 12-month appointment	PhD Student 9-month appointment	Master's Student & Undergraduate Student on Appointment	Casual/ Hourly for instructional or research work		
Compensation (minimum AY2021-22) & Annual Increase	\$45,000 & 3% annual increases (Compensation for students not on appointment will be 2% less at \$44,118 & 3% annual increases).	\$35,500 & 3% annual increase (Compensation for students not on appointment will be 2% less at \$34,804 & 3% annual increase)	5% minimum increase & 3% annual increases	\$24 & annual increase of \$1.00	Minimums applicable to all programs AY2021-22	https://unionization.provost.columbia.edu https://www.studentworkersofcolumbia.com/bargaining-framework Bargaining and mediation sessions
Summer stipend	n/a	\$6,500 in summer 2021 (retroactive) & 3% annual increases	n/a	n/a	Extends summer stipends past year 5, and to programs currently not offering a summer stipend for appointments less than 12 months (e.g. SSW)	https://unionization.provost.columbia.edu/news/november-1-2021 https://www.studentworkersofcolumbia.com/bargaining-framework
Health Benefits	Premiums for Student Health Insurance Plan, Dental Plan and Vision Plan for student and eligible dependents covered by the University.	Premiums for Student Health Insurance Plan, Dental Plan and Vision Plan for student and eligible dependents covered by the University.	Premiums for Dental Plan and Vision Plan for Master's student covered by the University (no coverage for undergraduates)	n/a		https://unionization.provost.columbia.edu/content/health-and-dental-benefits https://www.studentworkersofcolumbia.com/bargaining-framework Bargaining and mediation sessions
Support Fund for Medical, Dental, Vision Expenses (for reimbursement of out-of-pocket expenses)	\$300,000 for 2021-22 increasing to \$400,000 for 2023-24 available to all student employees, and an additional support fund of \$150,000 for 2021-22 increasing to \$200,000 for 2023-24 for dependents.					https://unionization.provost.columbia.edu/news/november-1-2021 https://www.studentworkersofcolumbia.com/bargaining-framework Bargaining sessions
Child Care annual subsidy	\$5,000 per year per child under age of six not yet in kindergarten for 2021-22, increasing to \$5,500 for 2022-23, and \$6,000 for 2023-24	\$5,000 per year per child under age of six not yet in kindergarten for 2021-22, increasing to \$5,500 for 2022-23, and \$6,000 for 2023-24				https://unionization.provost.columbia.edu/#/cu_accordion_item-1028 https://www.studentworkersofcolumbia.com/bargaining-framework Bargaining and mediation sessions
	Extension of funding eligibility for parents in addition to the existing 12-week paid Parental Accommodation.	Extension of funding eligibility for parents in addition to the existing 12-week paid Parental Accommodation.	n/a	n/a		
	Effective August 2022, University will reserve 30% of the capacity of affiliate childcare programs for children of PhD students and subsidize cost of attendance by 50%.	Effective August 2022, University will reserve 30% of the capacity of affiliate childcare programs for children of PhD students and subsidize cost of attendance by 50%.				https://unionization.provost.columbia.edu/#/cu_accordion_item-1028
Non-Discrimination & Harassment	Grievance and arbitration of all non-Title IX complaints of discrimination and harassment available 60 days after filing of EOAA complaint, regardless of whether the University's internal processes have been exhausted. For Title IX-complaints, grievance and arbitration available after exhaustion of internal processes, excluding appeal.					https://www.studentworkersofcolumbia.com/bargaining-framework Bargaining and mediation sessions
Change in Academic Advisor	Up to 5 working months of funding for students who believe that their relationship with their academic advisor is unhealthy, or characterized by discrimination, harassment, other inappropriate behavior, or behavior that violates University policy. The decision regarding whether to change advisors will be made by the student. The University and the Union shall mutually agree upon the Coordinators. If the student has not identified a new advisor, the Coordinators shall ensure that the student finds one. Additional funding may be needed and will be determined on a case-by-case basis by the Coordinators and the Union.	Up to 5 working months of funding for students who believe that their relationship with their academic advisor is unhealthy, or characterized by discrimination, harassment, other inappropriate behavior, or behavior that violates University policy. The decision regarding whether to change advisors will be made by the student. The University and the Union shall mutually agree upon the Coordinators. If the student has not identified a new advisor, the Coordinators shall ensure that the student finds one. Additional funding may be needed and will be determined on a case-by-case basis by the Coordinators and the Union.	n/a	n/a		https://unionization.provost.columbia.edu/news/november-10-2021 https://www.studentworkersofcolumbia.com/bargaining-framework Bargaining sessions

COVID-19 Update

December 10th, 2021

Wafaa El-Sadr, MD, MPH, MPA

Outline of Presentation

- Status of the pandemic
- SARS-CoV-2 variant classification
- Update on Omicron variant
- Conclusions



Status of the Pandemic

COVID-19 Global Snapshot

As of December 9th:

- **268,393,653** confirmed cases
- **5,285,485** reported deaths
- **8,321,947,317** vaccine doses administered

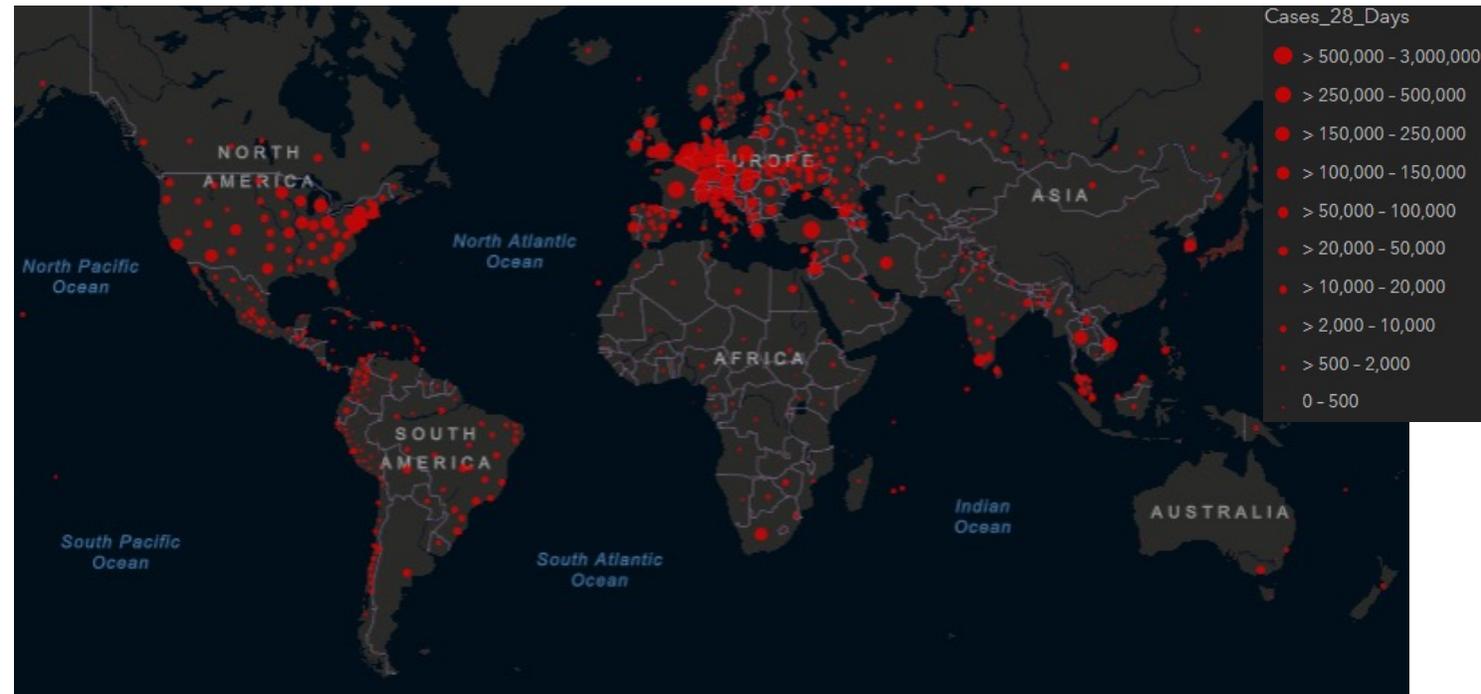
By WHO Region:

New cases in last 7 days:

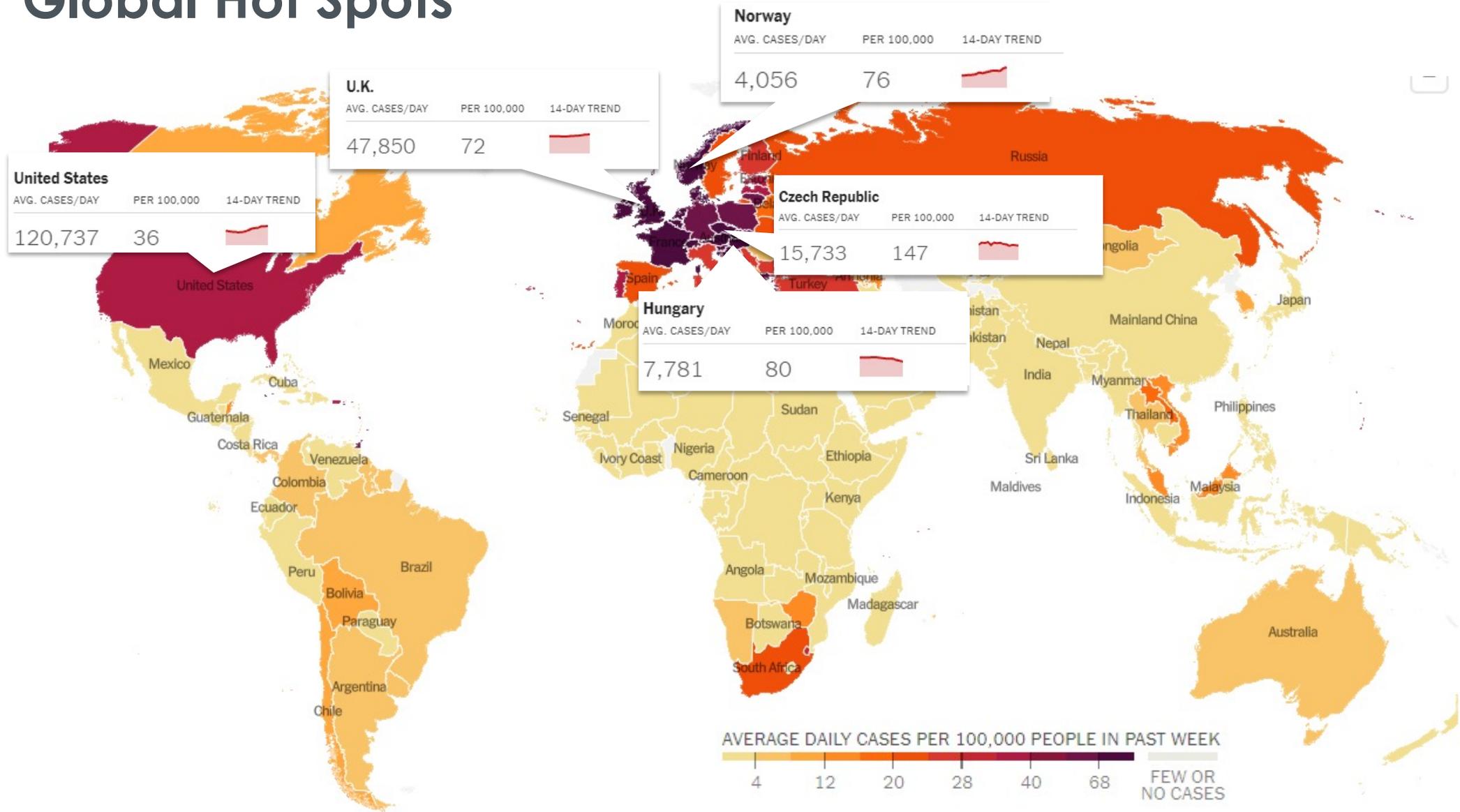
- 65% in **Europe**
- 23% in the **Americas**
- 5% in the **Western Pacific**
- 3% in **South-East Asia**
- 2% in the **Eastern Mediterranean**
- 2% in **Africa**

Top five for 28-day cases:

United States, Germany, United Kingdom, Russia, France

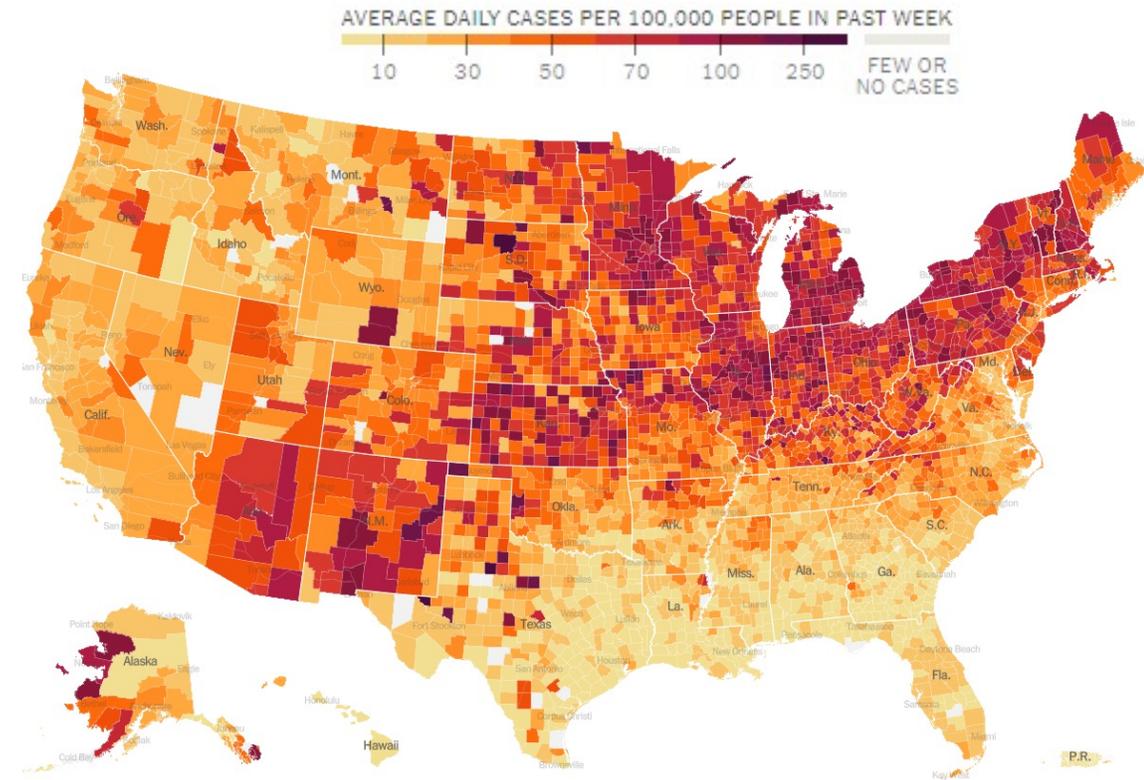
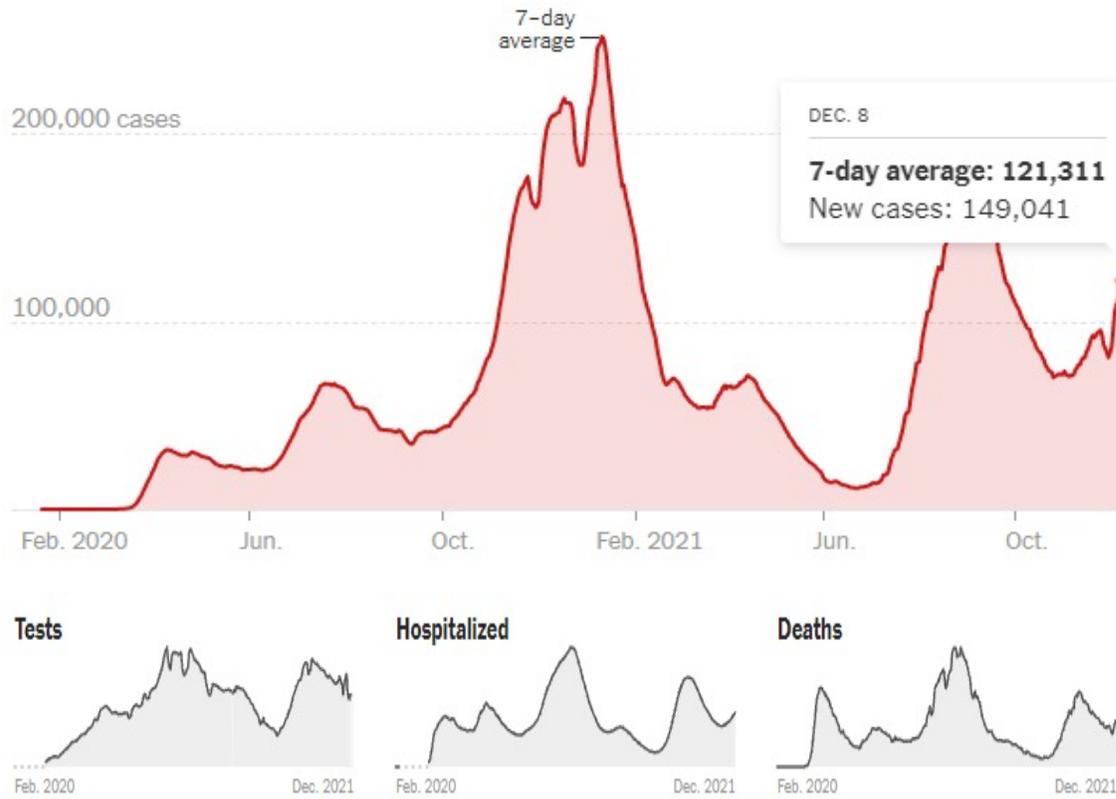


Global Hot Spots



COVID-19 in the US

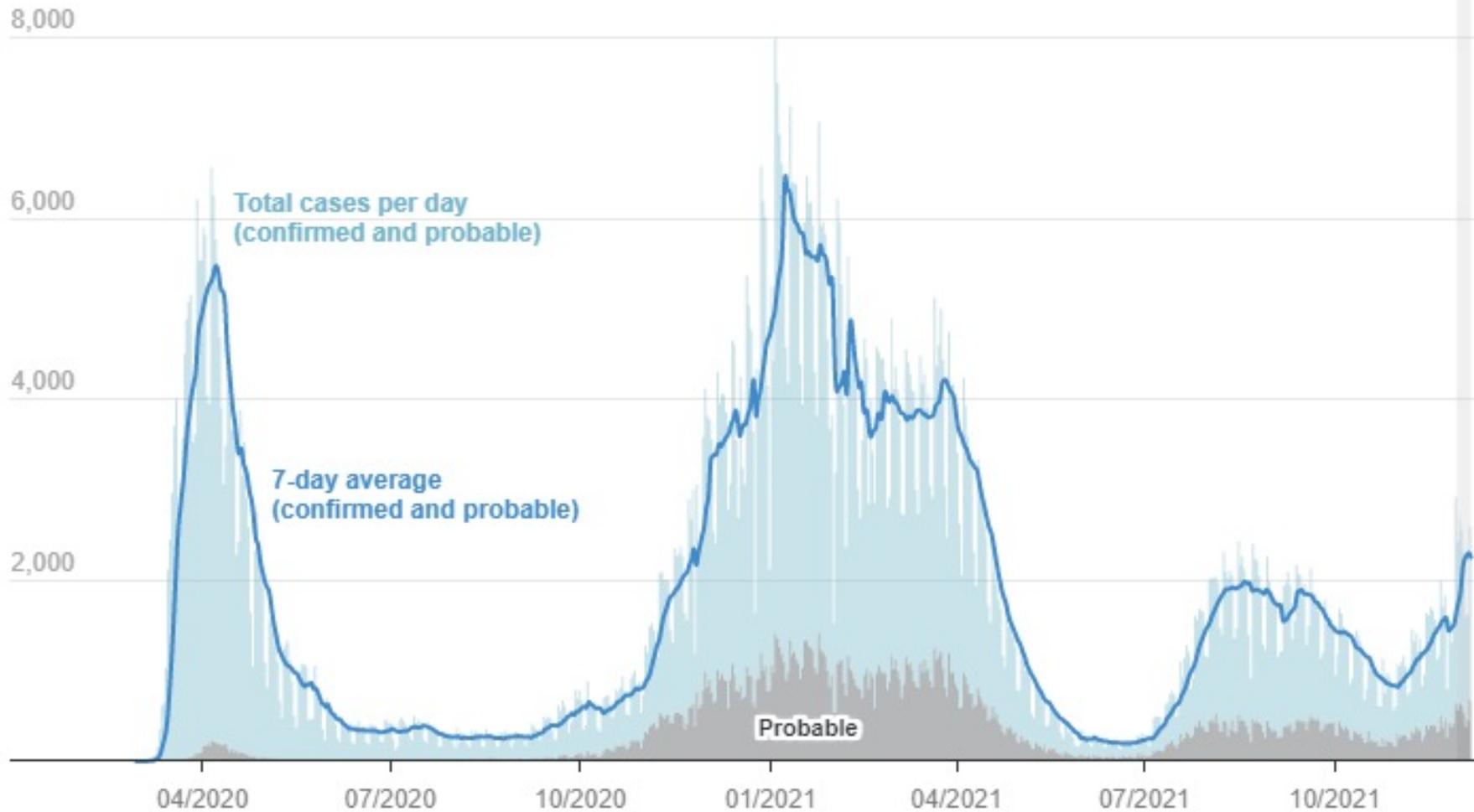
New reported cases by day



Daily COVID-19 Cases—NYC

Citywide: cases

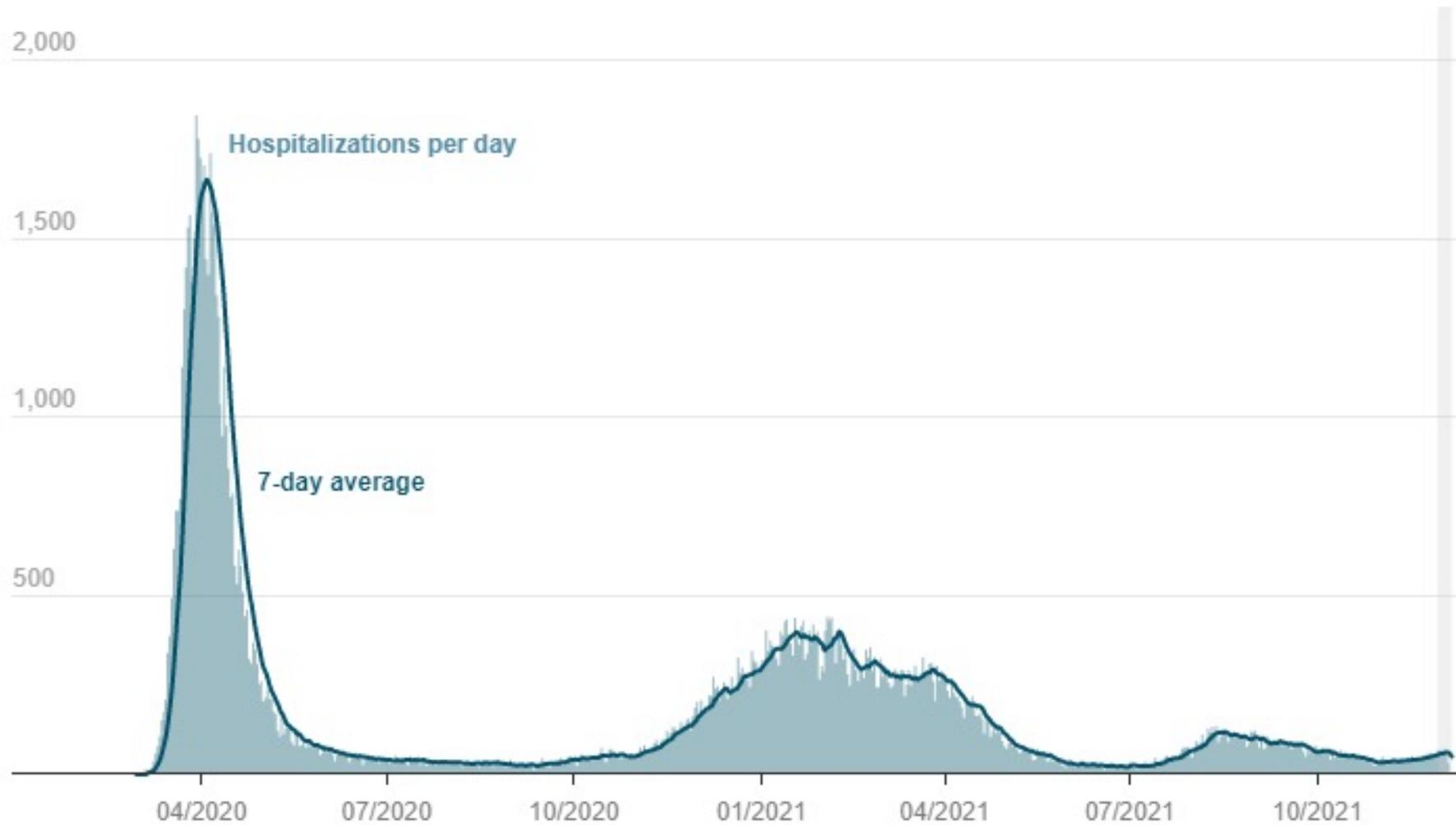
Data from the most recent days are incomplete.



Daily Hospitalizations—NYC

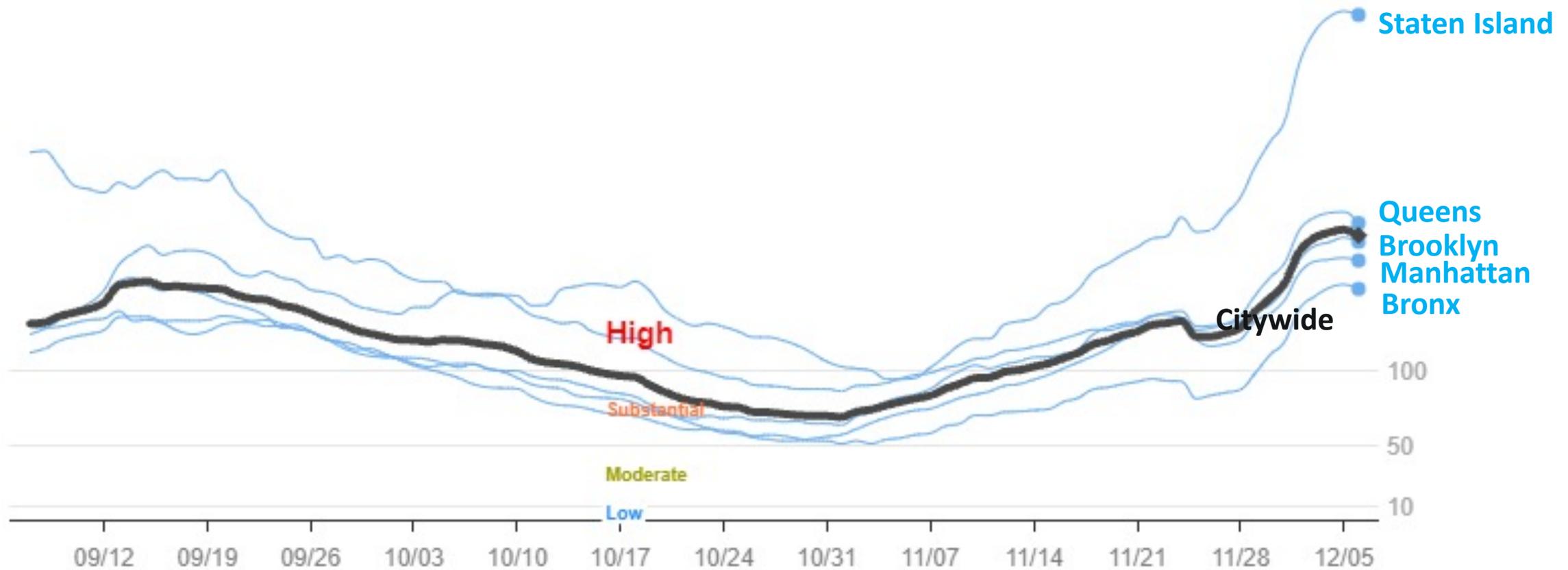
Citywide: hospitalizations

Data from the most recent days are incomplete.



Transmission Rates—NYC

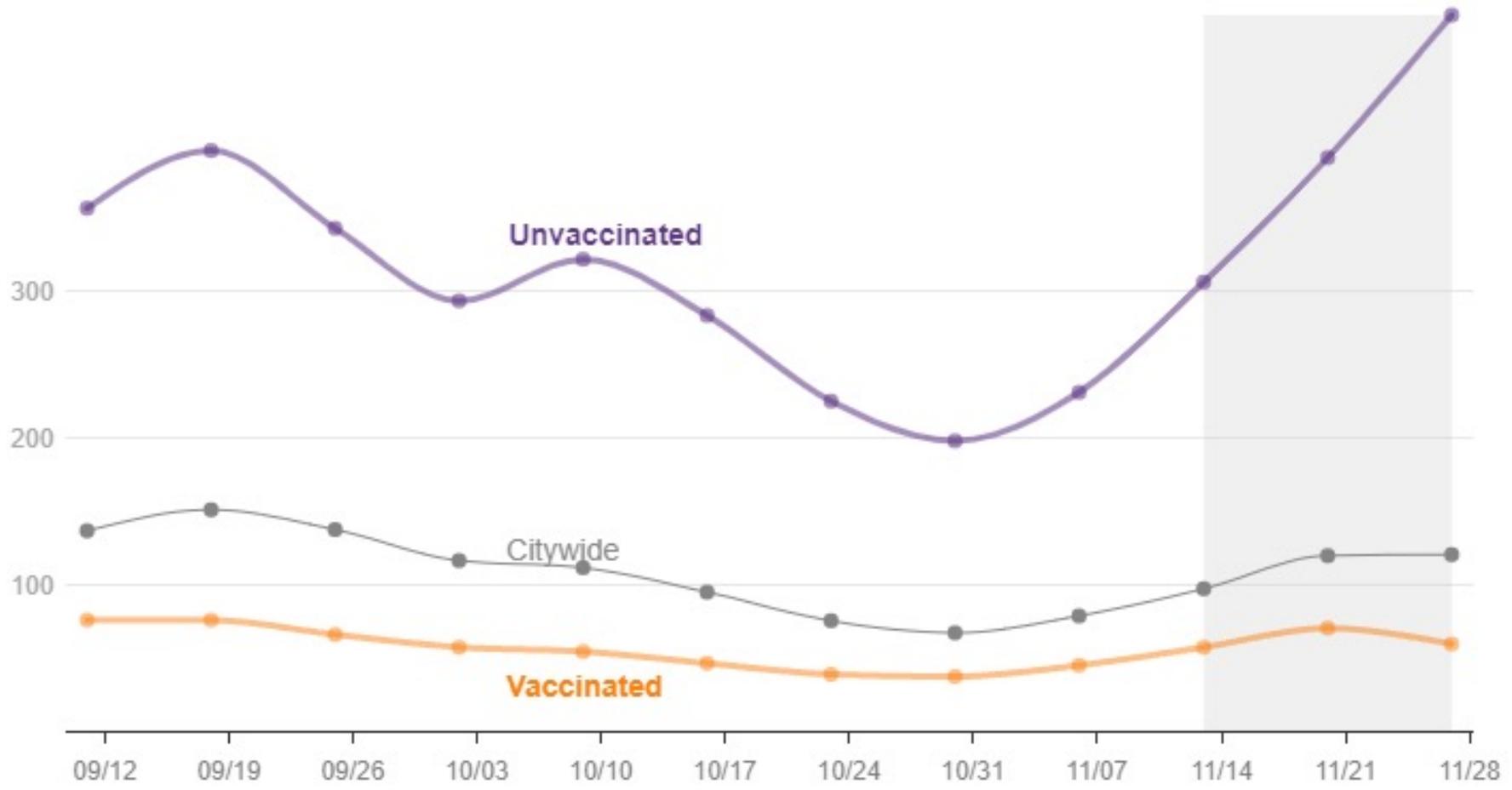
7-day total new cases per 100,000 people



Weekly Case Rate by Vaccination Status—NYC

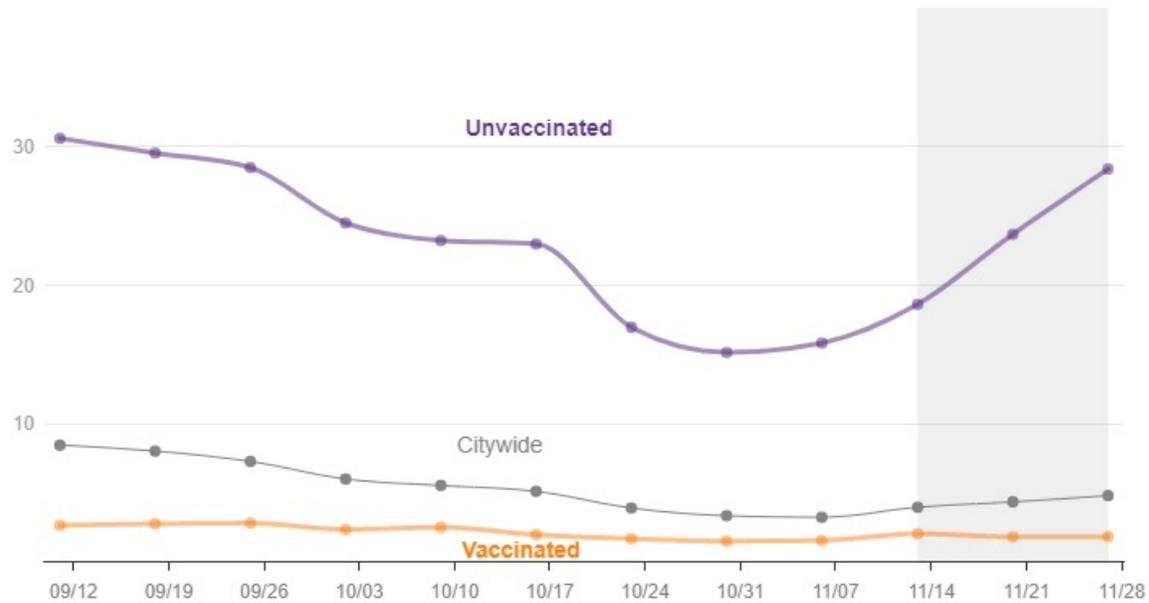
Cases per 100,000 people (for week ending on listed date)

Recent data may be incomplete.

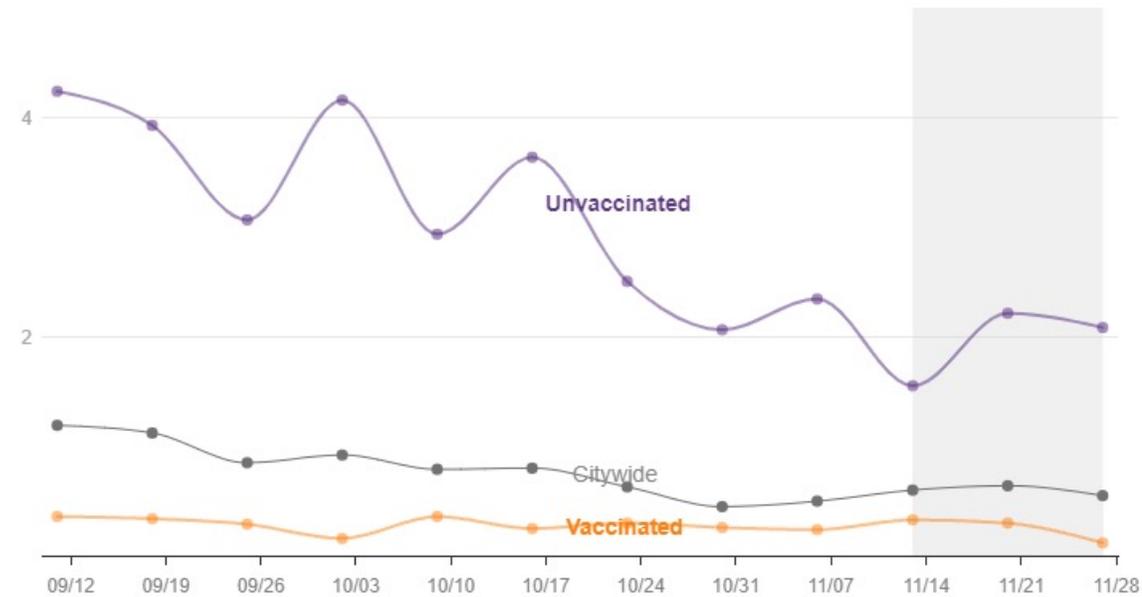


Weekly Hospitalization and Death Rates by Vaccination Status—NYC

Hospitalizations per 100,000 people (age-adjusted, for week ending on listed date) Recent data may be incomplete.



Deaths per 100,000 people (age-adjusted, for week ending on listed date) Recent data may be incomplete.



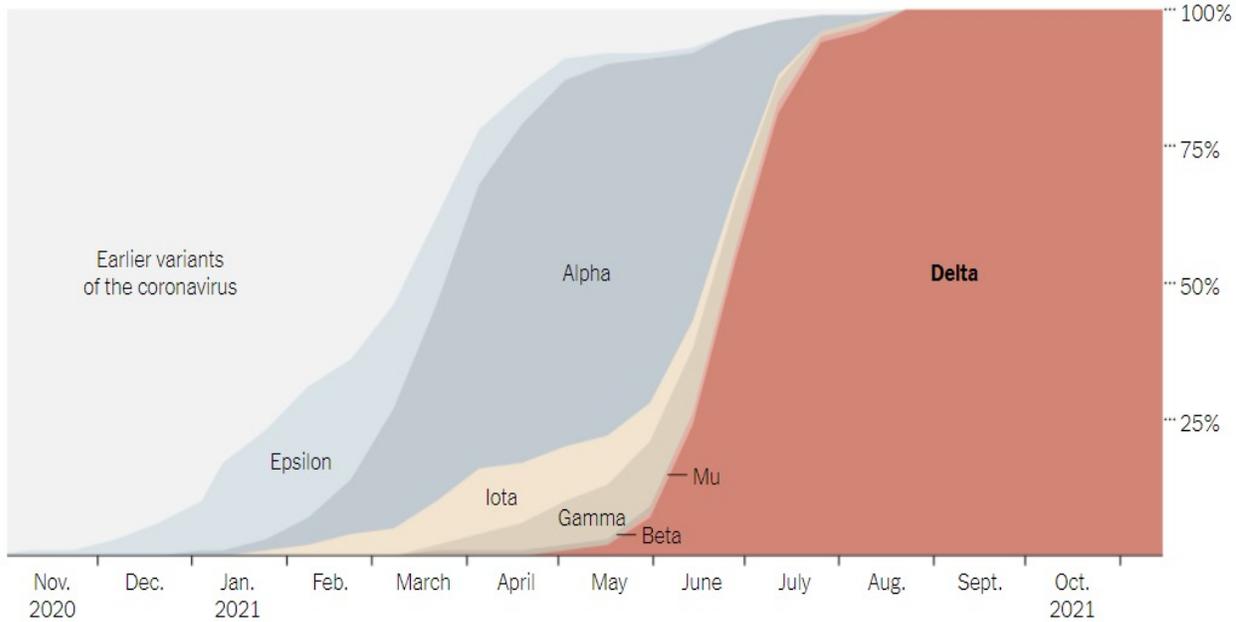


SARS-CoV-2 Variants

Waves of Variants in the US & NYC

United States:

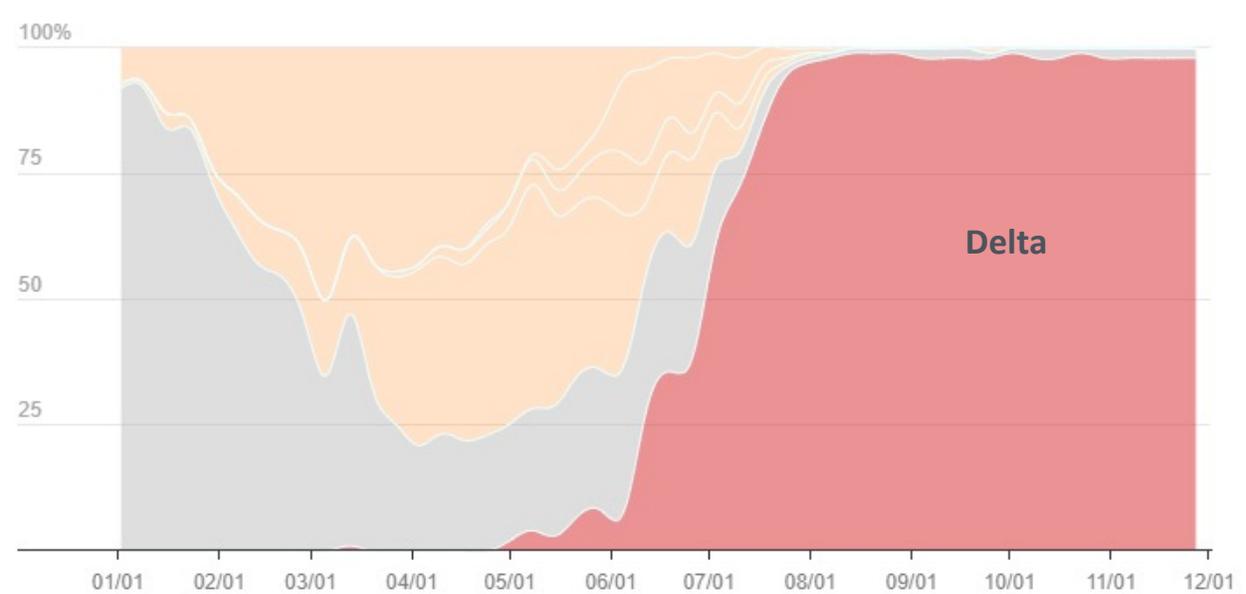
This summer the Delta variant pushed aside other circulating variants in the United States. (For other countries, see [CoVariants](#).)



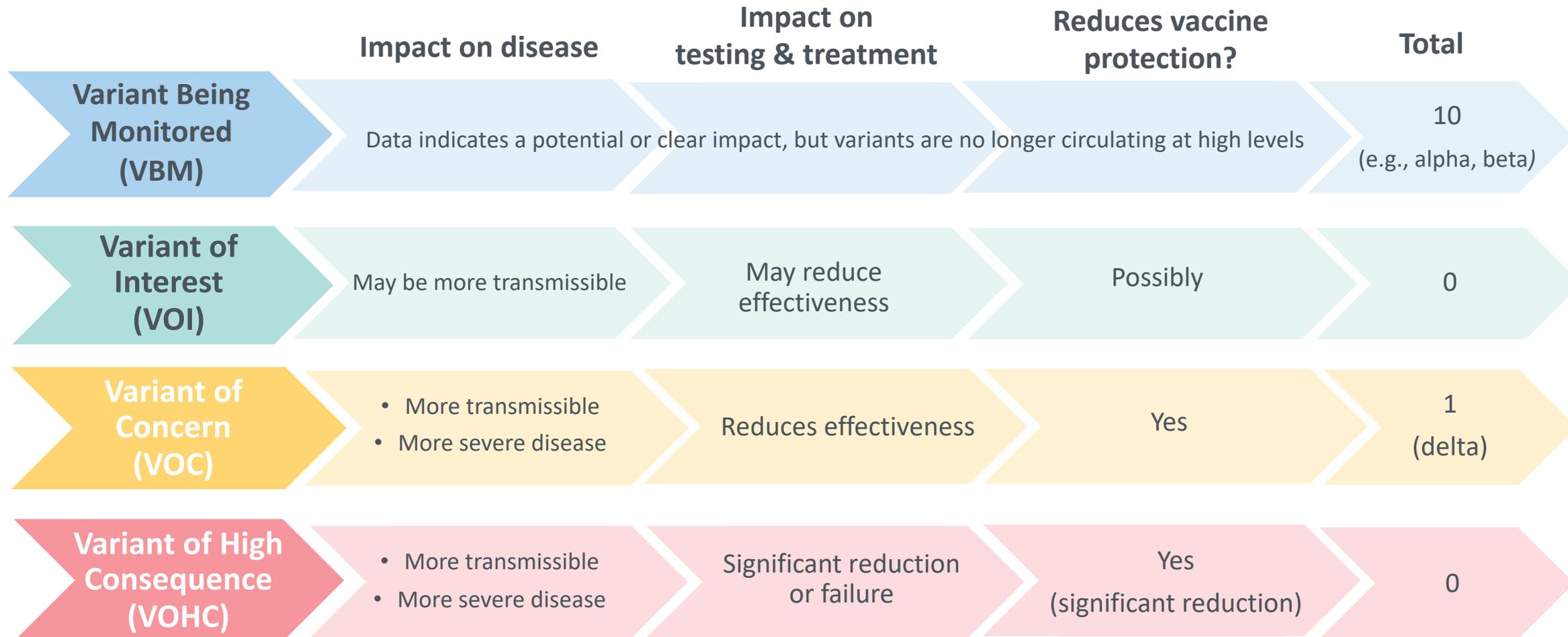
NYC:

Percent of tested COVID-19 cases with virus variants (for week ending on listed date)

Recent data are incomplete.

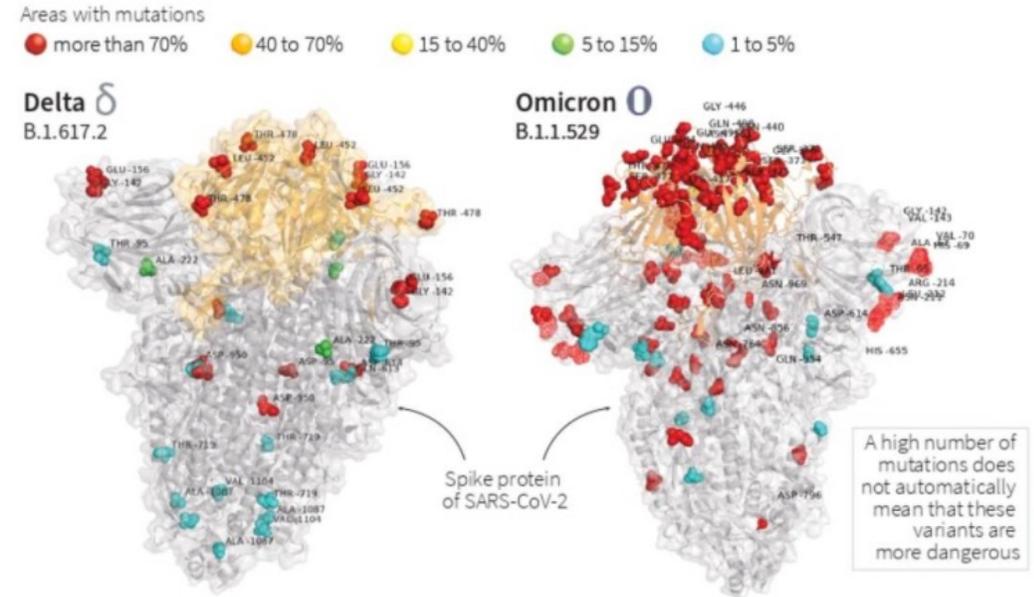


CDC Variant Classification



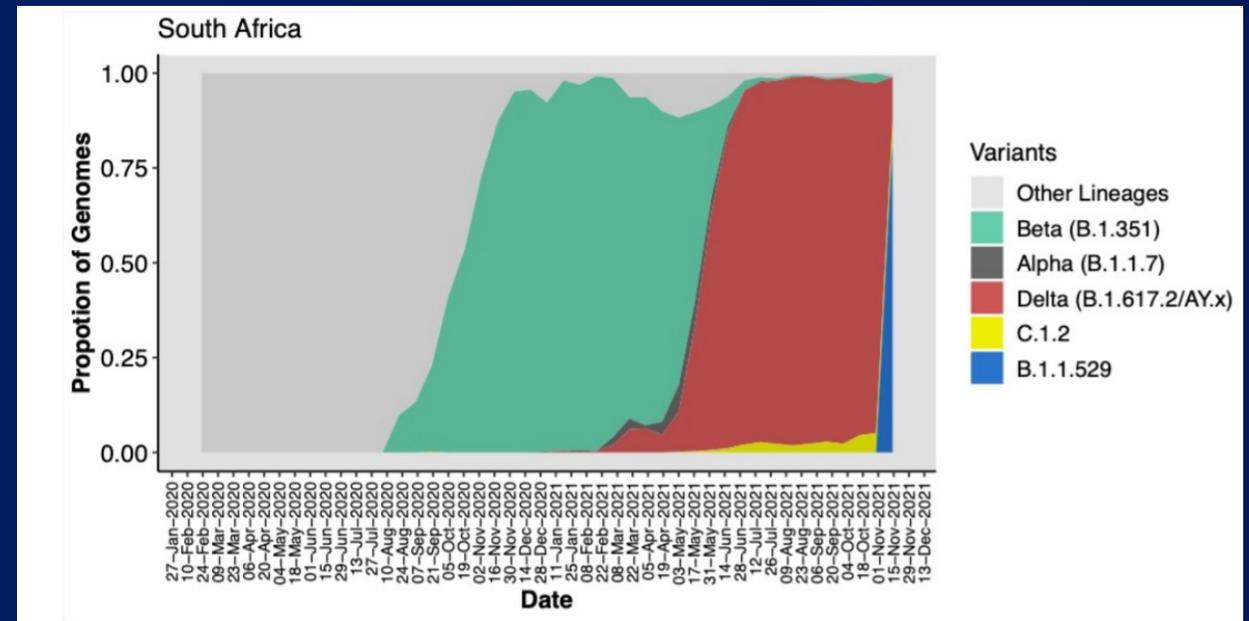
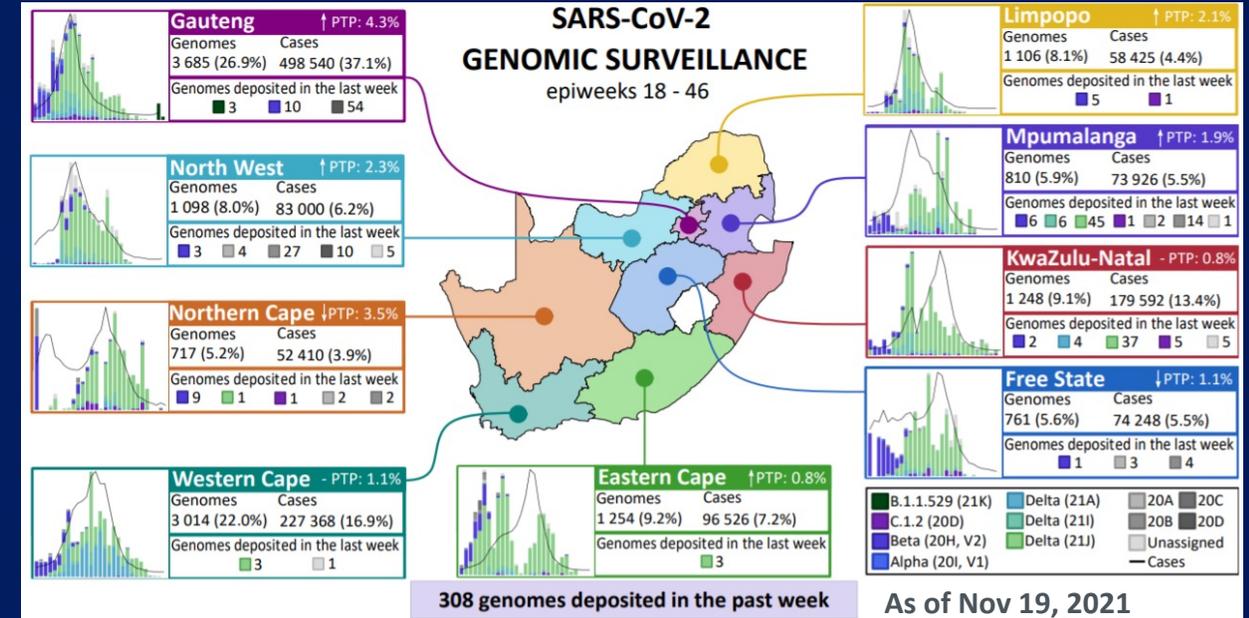
Omicron Variant

- Identified on Nov. 25 by researchers in Botswana and South Africa
- So far, has been reported by **63 other countries**, including the US
- Carries 50 mutations not seen in combination before, including more than 30 mutations on the spike protein that the coronavirus uses to attach to human cells
- **Mutations on the spike protein** are found in other VOCs that are thought to make the virus more transmissible (e.g., D614G, N501Y and K417N)
- **Limited information available** with regards to the ease of its transmission, whether it causes more severe illness or whether it compromises the protection from our current vaccines



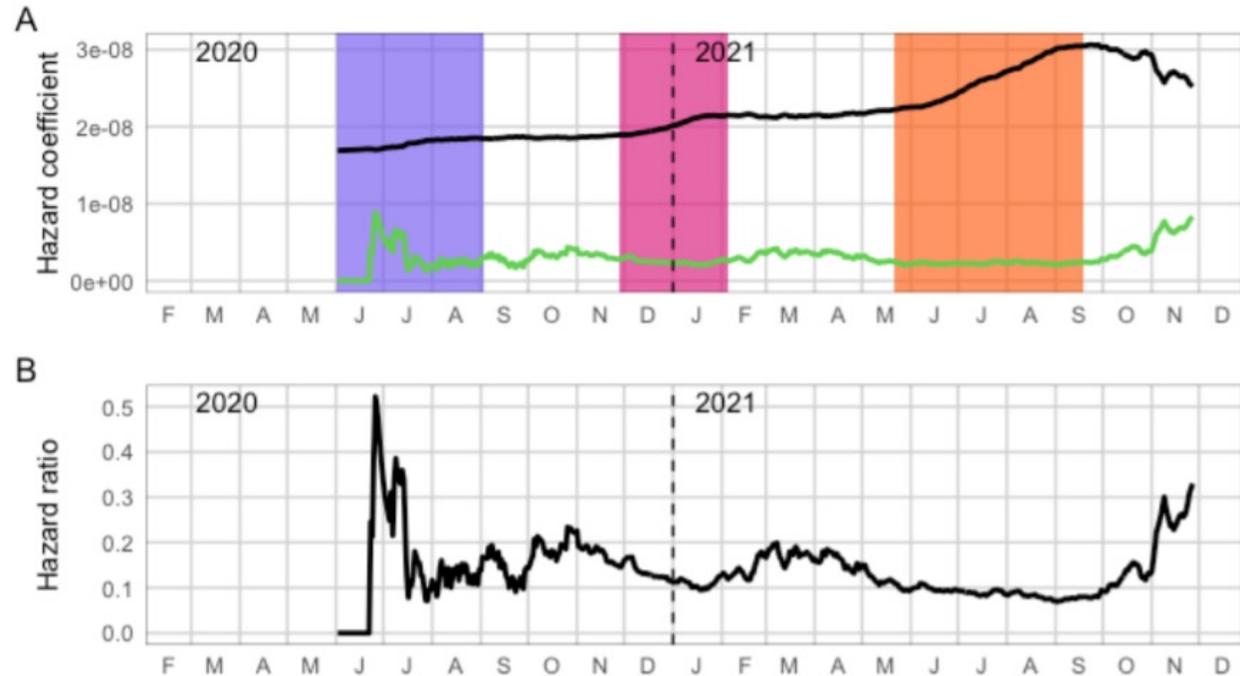
Omicron Surveillance in South Africa

- Country's robust genomic surveillance program enabled rapid detection of the variant
- Accounted 75% of new cases identified in November in Gauteng Province, which is where Johannesburg is situated, in November 2021
- Of those hospitalized due to Omicron variant, **two-thirds are unvaccinated**
- Hospitalizations appear to be **mild**



Increased Risk of SARS-CoV-2 Reinfection Associated with Emergence of the Omicron Variant in South Africa

- Retrospective analysis of routine epidemiological surveillance data on 35,670 suspected reinfections among 2,796,982 individuals in South Africa
- Analyzed trends over 3 waves attributed to the Beta, Delta, and now, Omicron variant
- Preliminary findings indicate no evidence of increased reinfection risk associated with circulation of Beta or Delta variants compared to the ancestral strain
- However, Omicron variant demonstrated substantial population-level evidence for evasion of protection from prior infection

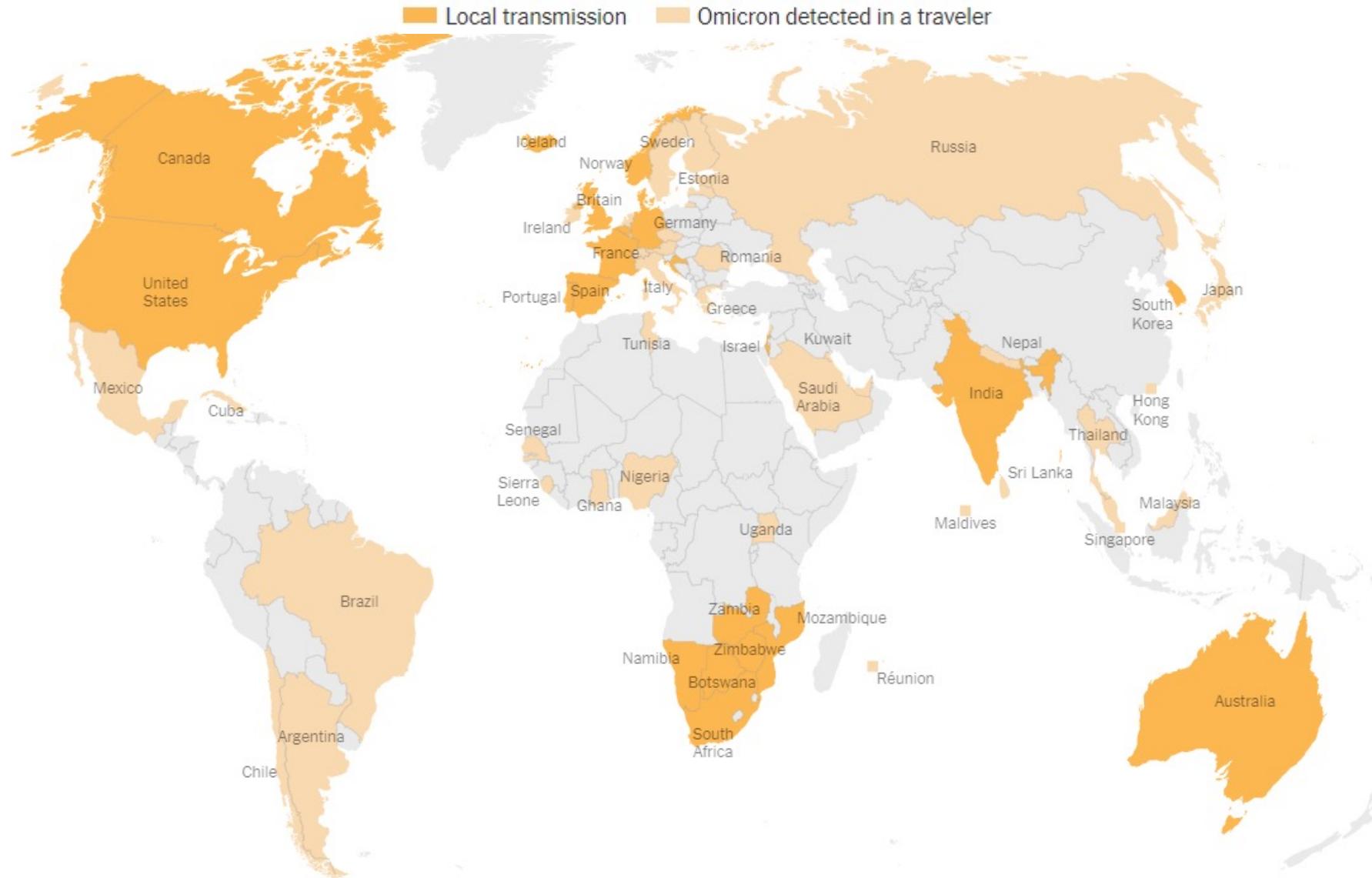


Empirical estimates of infection and reinfection hazards

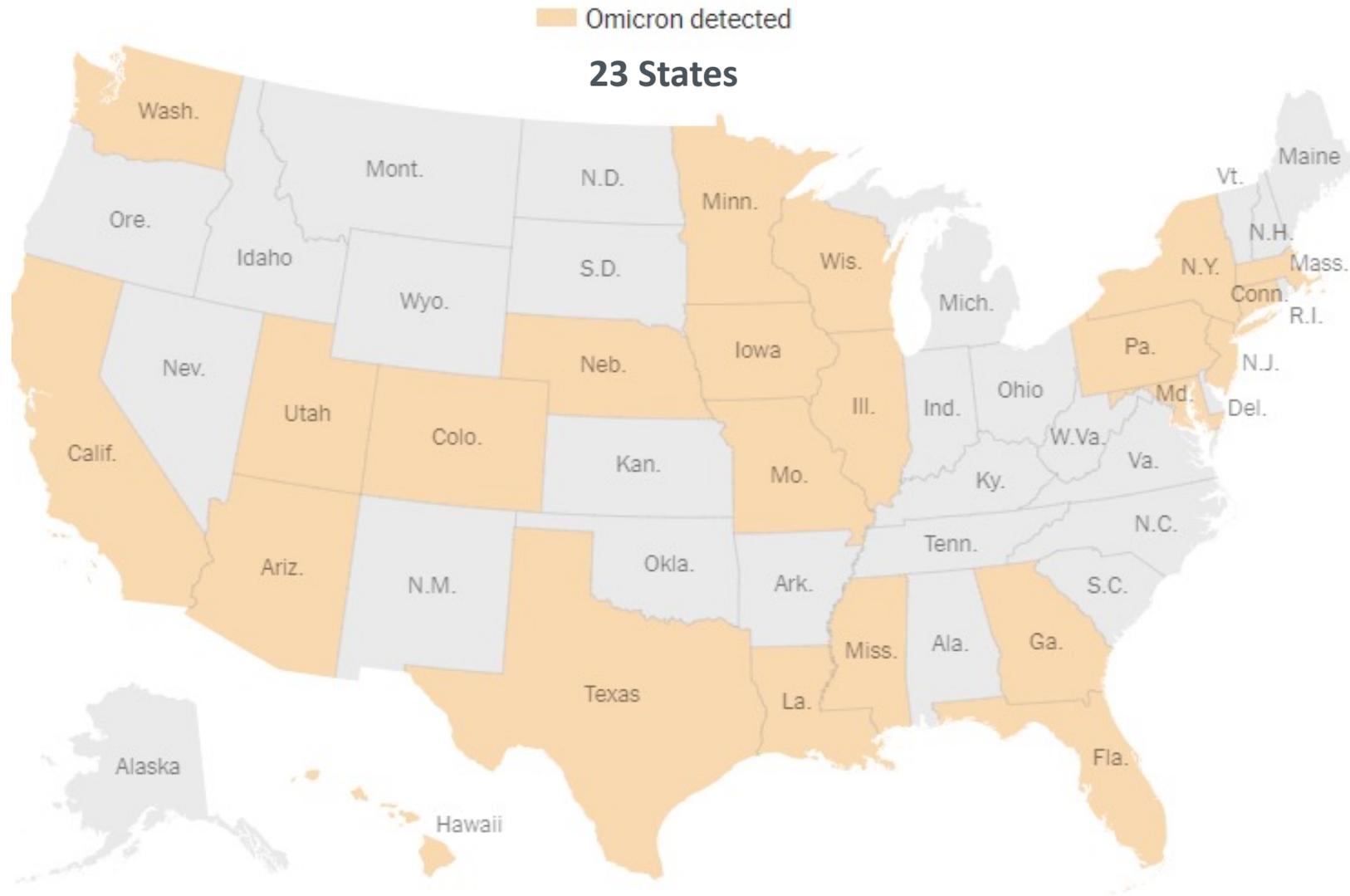
A: Estimated time-varying hazard coefficients for primary infection (**black**) and reinfections (**green**)

B: Ratio of the empirical hazard for reinfections to the empirical hazard for primary infections

Countries With Reported Cases of the Omicron Variant

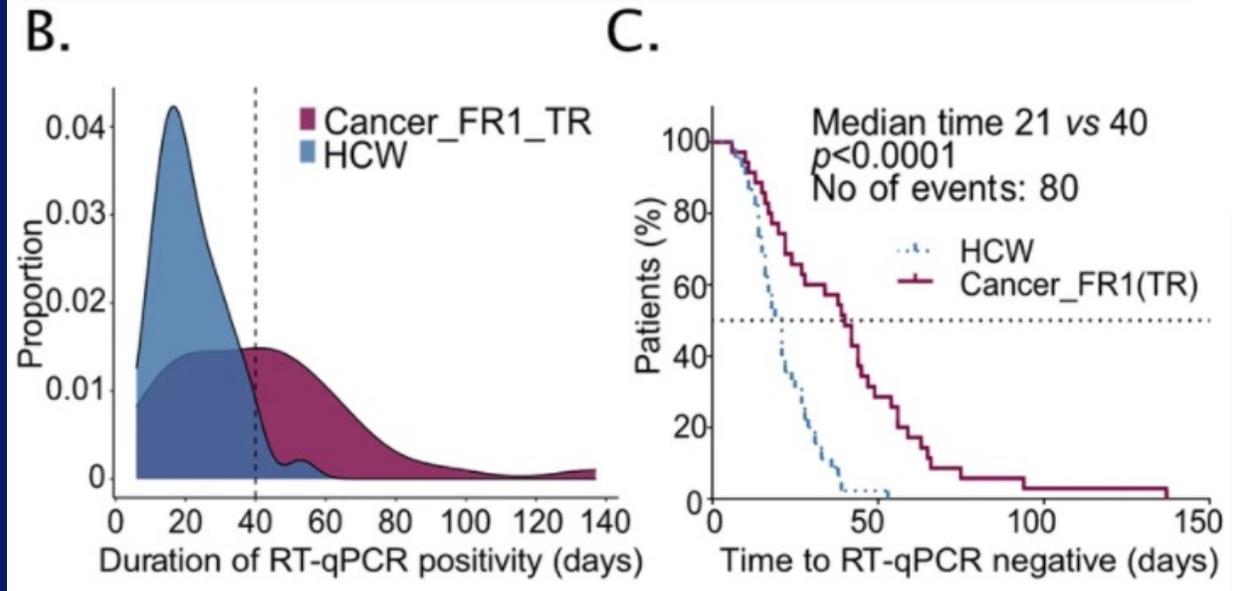


US States With Reported Cases of the Omicron Variant



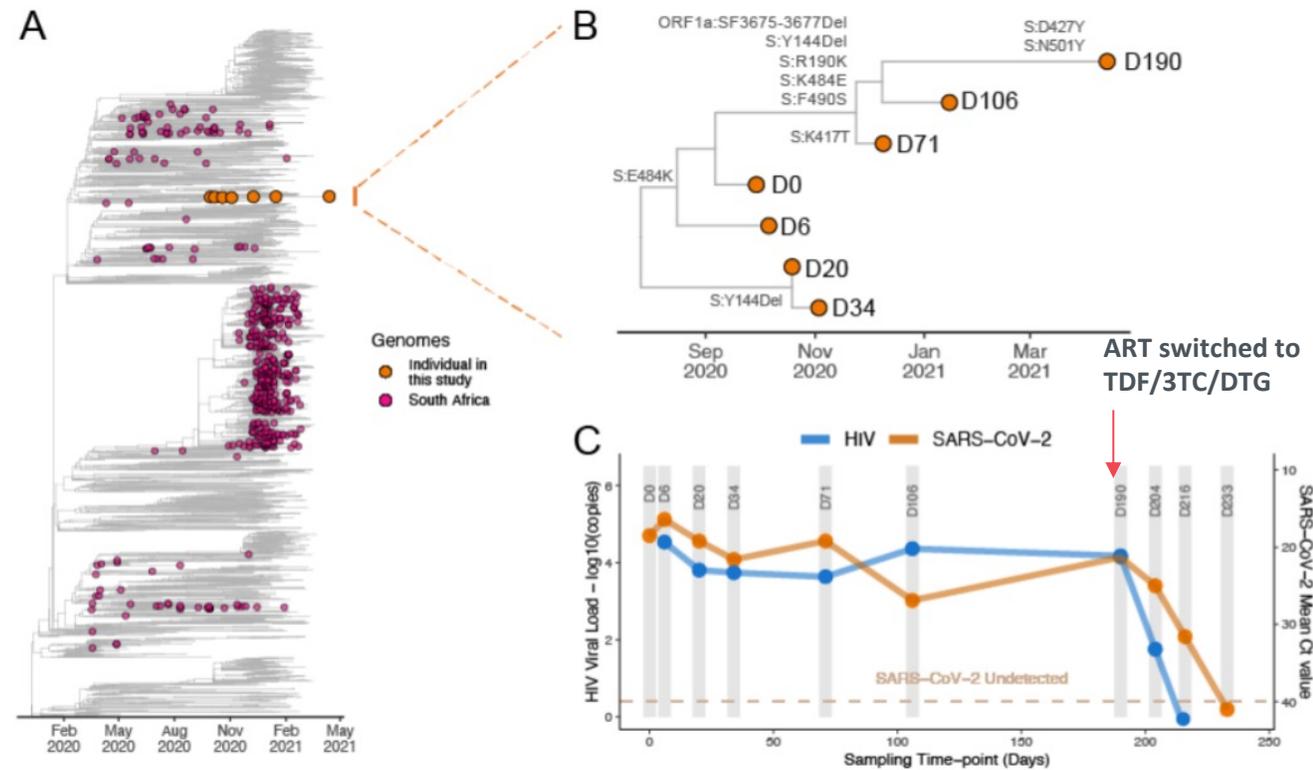
Prolonged SARS-CoV-2 RNA Virus Shedding in Cancer Patients

- When comparing nasopharyngeal swabs from cancer vs noncancer patients study found:
 - Prolonged viral shedding and higher viral loads in cancer patients compared with cancer-free COVID-19⁺ patients
 - Virus-induced or associated lymphopenia (low white blood cells) was correlated with chronic SARS-CoV-2 RNA shedding



Case Report: Persistent SARS-CoV-2 Infection and Evolution In Person with Advanced HIV Infection

- Case of prolonged infection of >6 months with shedding of high-titer SARS-CoV-2 in person with advanced HIV and antiretroviral treatment failure
- Sequencing demonstrated emergence of mutations in the spike glycoprotein associated with escape from neutralizing antibodies
- Several other reports of prolonged infection in immunosuppressed individuals have been reported



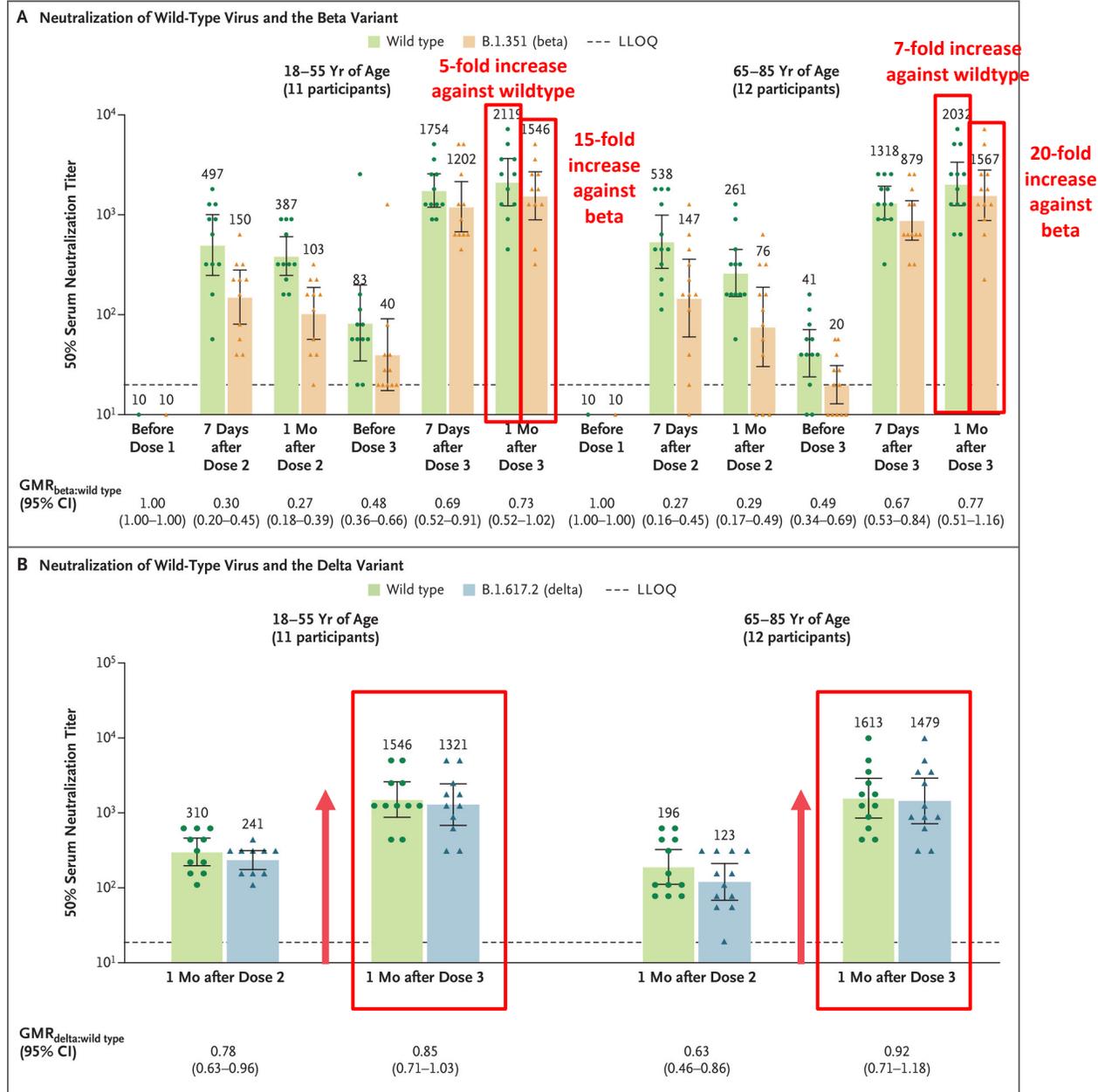
Phylogenetic analysis of seven SARS-CoV-2 whole genome sequences from a patient with advanced HIV



Vaccine Booster Effectiveness

SARS-CoV-2 Neutralization With Pfizer-BioNTech Vaccine Dose 3

- A third dose was administered 7-9 months after dose 2 to **11 participants** 18 to 55 years of age and to **12 participants** 65 to 85 years of age
- Neutralizing antibody levels (GMTs) **increased substantially** following the third dose compared to levels observed after the second dose for the **wildtype, beta, and delta variants**



Protection Against COVID-19 Provided By Pfizer-BioNTech Booster

- Rates of COVID-19, severe illness, and death were compared among those who had received a booster dose with those who had not received a booster in Israel
- Across the age groups studied, **rates of confirmed Covid-19 and severe illness were substantially lower among participants who received a booster dose than among those who did not**
- Additionally, **rates for all outcomes were lower for participants who received a booster dose at least 12 days earlier** compared to those who received a booster dose 3-7 days earlier

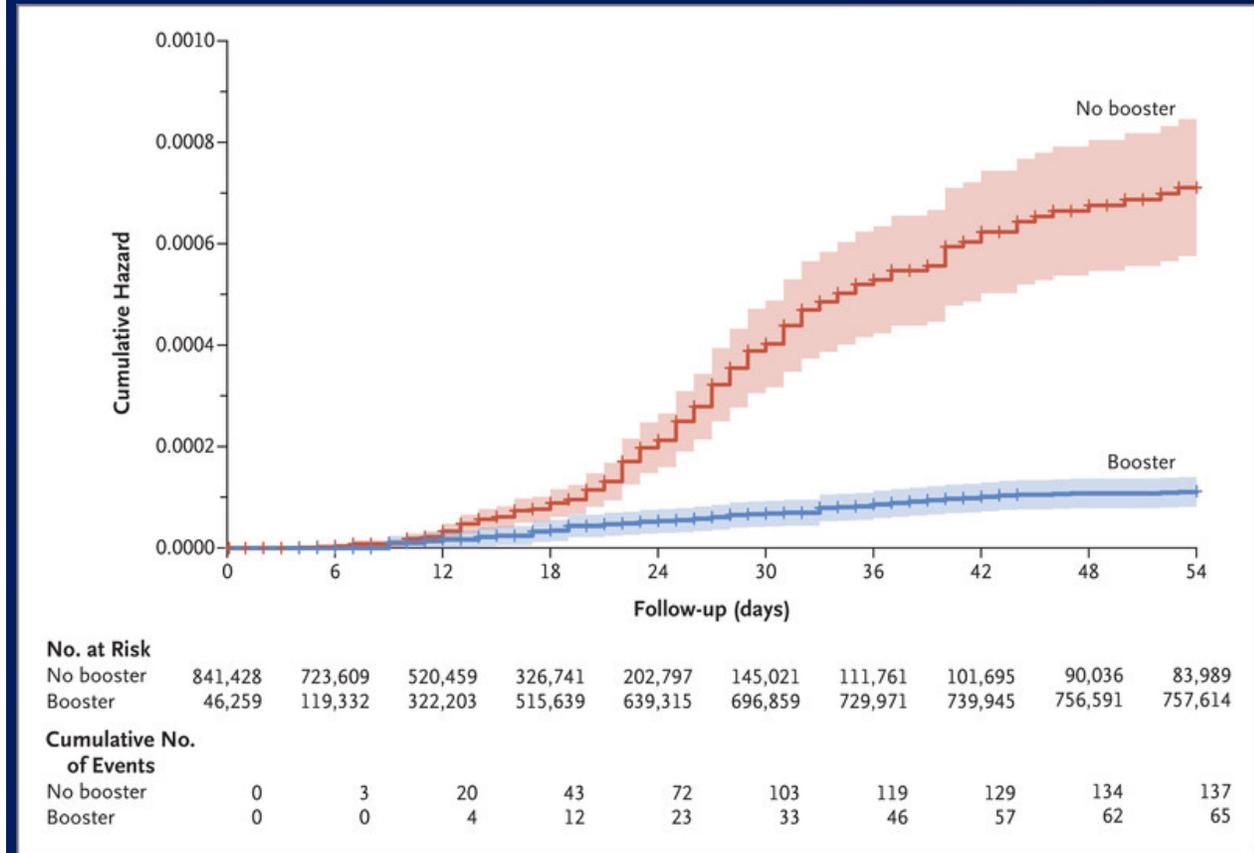
Table 3. Poisson Regression Analysis of Severe Illness and Death Due to Coronavirus Disease 2019 in the Older Age Groups.*

Outcome	Age	Nonbooster Group	Booster Group	Early Postbooster Group	Nonbooster Group vs. Booster Group		Early Postbooster Group vs. Booster Group	
					Rate Ratio (95% CI)	Adjusted Rate Difference	Rate Ratio (95% CI)	Adjusted Rate Difference
	yr	no. of cases (no. of person-days at risk)			events per 100,000 person-days		events per 100,000 person-days	
Severe illness	≥60	977 (22,135,011)	166 (46,668,795)	129 (5,733,307)	17.9 (15.1–21.2)	5.4	6.5 (5.1–8.2)	1.9
Severe illness	40–59	168 (27,599,399)	8 (25,890,717)	7 (5,141,634)	21.7 (10.6–44.2)	0.6	3.7 (1.3–10.2)	0.1
Death	≥60	288 (17,909,789)	34 (16,768,943)	46 (5,379,829)	14.7 (10.0–21.4)	2.1	4.9 (3.1–7.9)	0.8

* For each group and outcome, we provide the number of cases, the total number of person-days at risk, and the estimated rate ratio and adjusted rate difference for the primary analysis (nonbooster group relative to booster group) and the secondary analysis (early postbooster group relative to booster group).

Booster Protection Against COVID-19 Mortality (Pfizer-BioNTech)

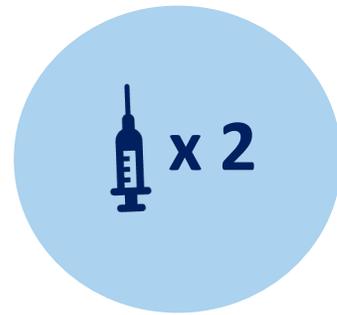
- Mortality due to COVID-19 among persons 50 years or older in Israel who received the booster (N=758,118) compared with those who did not receive the booster (N=85,090)
- Death due to COVID-19 occurred in **65 participants in the booster group** and in **137 participants in the non-booster group**
- Adjusted hazard ratio for death due to COVID-19 in the booster group, as compared with the non-booster group, was **0.10 (95% confidence interval, 0.07 to 0.14; P<0.001)**
- Participants who received a booster at least 5 months after a second vaccine dose had **90% lower mortality due to COVID-19** than participants who did not receive a booster



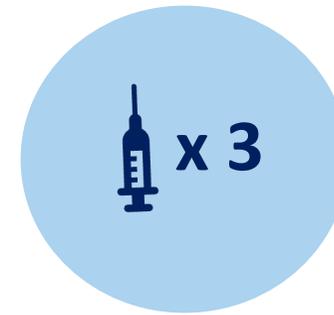
Cumulative Hazard Ratio for Death Due to Covid-19.

Vaccine Effectiveness Against Omicron (Pfizer-BioNTech)

- Preliminary laboratory studies demonstrate that three doses of the Pfizer-BioNTech vaccine neutralize the Omicron variant
- Two doses, however, show significantly reduced neutralization titers



vs.



May still induce protection against severe disease as 80% of epitopes in the spike protein recognized by CD8+ T cells are not affected by the mutations in the Omicron variant

Neutralizing antibody titers **↑ 25-fold**

Titers comparable to titers observed after 2 doses against the wild-type virus which provided a **high level of protection**



Conclusions

Conclusions

- Europe is reporting for nearly two-thirds of new COVID-19 cases
- Increase in number of COVID-19 cases in the US was anticipated due to colder weather, more indoor gatherings (including holiday gatherings), travel and possible seasonality of SARS-CoV-2
- Since early November, cases in the US have been increasing, to date, these were due to Delta variant
- Data continue to show protective effects of vaccination for infection (cases) and hospitalizations
- The Omicron variant possesses several concerning mutations, however, evidence for implications regarding transmission, impact on disease severity, and on effectiveness of vaccines and treatments remains to be elucidated
- Continued observation of preventive measures, e.g., vaccination, mask wearing indoor in public settings and outdoors in crowded settings, use of testing in context of travel and social gatherings are strongly recommended to prevent SARS-CoV-2 transmission, including of new variants
- Intensive efforts are needed to expand vaccination efforts globally and to overcome vaccine hesitancy